

**Washington County Sheriff's Office Latino Advisory Commission**  
**February 2, 2022**  
**Meeting Minutes**

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**Commission Members Present:** Olga Acuña, Maria Caballero-Rubio, James "Mitch" Coley, Pat Garrett, Daniel Guzman-Catarina, Joann Hoffman, Fernando Lira, Nansi Lopez, Ricardo Moreno, Fernanda Pantoja, Pablo Valenzuela

**Commission Members Absent:** Fernando Lira

**Guest Speaker:** WCSO Sergeant, Beth Denny  
WCSO Senior Program Educator, Daisy Santillan  
WCSO Deputy Brian van Kleef  
Washington County Chief Equity and Inclusion Officer, Latricia Tillman

**Held via Zoom**

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**CALL TO ORDER**

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**Co-Chair Garrett called the meeting to order at 4:05 p.m.**

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**Introductions**

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**Approval Meeting Minutes**

The members present constituted a quorum. Commissioner Lopez made a motion to the approve the January 5, 2022 minutes. Commissioner Moreno seconded and the minutes were approved.

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**Public Comment**

No public comments

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**Sheriff's Office DEI Training Presentation and Discussion**

Ms. Santillan began the presentation with a brief history of how the Washington County Sheriff's Office (WCSO) Diversity, Equity, and Inclusion (DEI) team began.

The WCSO DEI team began with six people in February of 2016 under the leadership of former Undersheriff Jeff Mori. The purpose was to develop diversity training for WCSO staff by WCSO staff. The curriculum was created by doing their own research and training from Caprice Hollins. The original curriculum was provided to WCSO staff in 2019. That training also contained a historical background of Portland. The DEI team presented the same training, which was mandatory for all staff, 24 times to reach all employees. Many training iterations are necessary due to shift work that covers 24 hours / day. Since then, the curriculum has evolved to better meet the needs of our community.

Commissioner Caballero-Rubio suggested this training be offered yearly. Sgt. Denney agreed and also suggested this training be added to the pre-academy for new hires. Due to the pandemic having prevented many training events be conducted in-person; the training for this year will be recorded and made mandatory for everyone to view. Commissioner Moreno reminded us that, despite the pandemic, organizations have found ways to have good conversations and trainings. Sgt. Denney agreed and said they are working to add a chat feature to make this training more interactive.

Co-Chair Acuña asked what the Sheriff's Office does to support their staff of color so they can learn from each other and feel like they have circles of support. The DEI team agreed this would be a good idea, however difficult to execute for staff who work shift work. The county's Office of Equity, Inclusion and Community Engagement's Director Ms. Latricia Tillman was present and provided information about the county's plan to provide time and space for employee-driven groups formed around shared interests, identities and backgrounds to build community, foster inclusion and learning (see below).

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### **Washington County Chief Equity and Inclusion Officer, Latricia Tillman**

Ms. Tillman introduced herself and her office to the Commission. Ms. Tillman was hired in September of 2020 after the County adopted the Equity Resolution in February of the same year.

The county is currently working on policy to allow employees to gather into "Employee Resource Groups" (ERGs) during work hours. None of the current groups are considered "official staff time." The new draft county policy will be a change, and permit ERG meetings to take place during work hours across county departments. Ms. Tillman is hopeful for a "One Washington County" approach instead of department specific groups.

Ms. Tillman shared her presentation from the Office of Equity, Inclusion and Community Engagement. She shares a similar update/presentation to the Washington County Board of Commissioners (BCC) on a quarterly basis. Their next steps are to have the Board approve the creation of a Racial Equity Counsel. The Board would also appoint those members.

Commissioner Caballero-Rubio said that for the first time ever, this level of community engagement is on a really good path. She also said in terms of community, people are still uncertain and asked Ms. Tillman how the county is addressing those concerns. Ms. Tillman says there are multiple ways for the community to reach out and make the county aware of their concerns, including calling her directly.

Ms. Tillman did say she was concerned about not seeing investments in capacity building, raising the question "how do we invest in community-based organizations to do more community engagements?" Co-Chair Acuña asked how do we partner to have that capacity built, because there are isolated communities in Washington County who need reassurance that they too can have a healthy lifestyle, they just need to know who to call and how to find resources.

Commissioner Lopez said it is important for the community to know the DEI work the county is doing especially for the communities such as Latinos who are overrepresented in the Juvenile system.

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### **Sheriff's Office Updates**

Sheriff Garrett shared the Polis Solutions final review with the Latino Advisory Commission. Polis Solutions are comprised of national research, technology and training experts who were awarded the contract to conduct a comprehensive review of Sheriff's Office policies, procedures, and training of use of force. The Sheriff's Office shared these findings with the Board of Commissioner's last week. Internal staff are also asked to provide feedback. The SO is preparing to conduct a community workshop mid-March. The LAC is invited and will see an invitation soon. Other community stakeholders are also invited, as they will be critical of Sheriff's Office work and will provide genuine feedback. The Polis Solutions review provided 71 recommendations for the Sheriff's Office to work through. For example, almost 20 of the recommendations involved combining, what is today rather minimalistic, use of force policies spread across five separate documents, combine them into one and make them more robust.

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### **Next steps**

Co-Chairs will look at Polis recommendations for a possible future meeting.

Co-Chairs will also review previously identified topics to discuss at future meetings, such as; STOP Data, Hiring Practices and Drug Arrests.

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**Meeting adjourned at 5:28 PM**