



CENTER FOR INTERCULTURAL ORGANIZING

700 N. Killingsworth Street ~ Portland, Oregon 97217 ~ 503-287-4117 ~ www.interculturalorganizing.org

Chair Barker, Vice Chairs, and members,

Thank you for your time this afternoon and for your attention and commitment to this issue. For the record, my name is Kayse Jama.

Today, I am speaking as a member of the Law Enforcement Profiling Work Group, Chaired by our Attorney General Ellen Rosenblum, and as the Executive Director of the Center for Intercultural Organizing, the lead organization in the coalition advocating for HB 2002 and end profiling legislation. We are a diverse, grassroots organization working to build a multi-racial, multicultural movement for immigrant and refugee rights. We believe that we are strongest—both as an organization and a society—when we respect each other, empathize with one another and struggle together toward justice.

CIO would like to congratulate the work that the Law Enforcement Profiling Work Group has done and today would like to urge you and ask you for your support for HB 4003 which will expand the time and the work that the taskforce is trying to address. We have made tremendous progress in such a short period of time but there is much work to be done and we ask your support today.

- **History of Effort and Why This Matters**

Our organization - and our partner organizations - hear the stories every day of so many in our community who have felt the personal impacts of profiling. Those experiences tear down individual's' rights and dignity, rip apart families, and divide law enforcement and our community. Together, if we get this right, we can restore partnership and trust in our community, heal families and individuals, and make Oregon the leader in giving all members of our community equity and justice. It's important to acknowledge that there are over 100 organizations across the state who are part of this movement including community based organizations, faith based organization, and labor, all of whom who agreed that this is an important issue to confront.



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We want to be clear that we recognize that the vast majority of law enforcement are dedicated to protecting and serving our community. We thank them for their work and the risks they take to do their job. We also understand that the culture we live in is one that has fostered and created many levels of prejudice and bias that affect each and every one of us.

We believe that by creating a system that provides the tools to address these biases—including data collection, and providing independent oversight and accountability—all of us will benefit from safer communities, more cooperation and trust, and equal justice for everyone.

➤ **We need accountability!**

I do think that focusing on a statewide systemic change can lead to strong police accountability. By focusing on the root causes, we can address structural and institutional practices that foster disparate impact for marginalized communities and create a pathway forward as state.

- HB 2002 is a law that needs to be enforced, and the police should not police themselves.
 - We need monitoring and accountability at a State level to ensure departments are not profiling. And, if they do, we need ways to help them to address the issue and hold them accountable if they do not do so.
- **We need to understand the real impact of profiling statewide!**
- We need law enforcement to collect accurate data on their contacts, so we can better understand disparities. This will also help us to determine which jurisdictions are doing things right.
- **We need law enforcement who are culturally competent!**
- Law enforcement agencies statewide need cultural competency and implicit bias trainings, with curriculum that has proven to be effective.



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- Departments need to examine their hiring and retention practices to have a police force that reflects the diversity of the community it serves.

These are some area that End Profiling Workgroup did discuss and you just heard an update from our Attorney General.

In addition, I want to emphasize that while we will continue to develop recommendations in the policy areas that we have already explored—like data collection, for example—there are some important issues that we simply didn't have time to address. So, I would like this committee to understand that it is more than just tinkering with our current recommendations. We also would like to explore issue areas such as:

- How to identify/stop profiling that won't be identified in stop data (example: housing status or religion)
- How do collect data on pedestrian stops.
- Whether or not to allow for evidence suppression in a criminal trial when a person can show they were profiled
- Consent search reforms and other procedural justice issues

We are asking you for additional time to flesh out some of these issues as well.

In conclusion, let me say that this has been some of the most meaningful work I have done around this issue. As a member of the Work Group, I have gained new insights and perspective, everyone at the table came with an open mind and willingness to do the hard work. I appreciate every one of the members of the Work Group, and I truly appreciate the leadership provided by our Attorney General and her staff, particularly Aaron Knott who guided us through the process while providing expertise and logistical support.

Thank you for your time. And I hope you vote to support HB 4003.

