

Meeting #12

Metro Transit Police Work Group

January 28, 2022



Agenda

Work Plan Item: **Developing Recommendations**

1. **Review draft recommendations outline** – Lesley Kandaras
2. **Review notes from 1/14 meeting** – Chair Facilitates Work Group Discussion
3. **Continue discussion of issues and goals** – Chair Facilitates Work Group Discussion
4. **Start discussing data/information needs** – Chair Facilitates Work Group Discussion
5. **Identify next steps** – Chair Facilitates Work Group Discussion

Plan for concluding work group's work

- Work group will report back recommendations to the Council by 2/28
 - Two remaining work group meetings: February 11 and February 25
 - One remaining COW update on February 16
- Work group will recommend vision, goals, and ideas for strategies and data
- Work group will recommend directing Metro Transit and MTPD to develop an action plan to advance the recommended goals and report back to the Council by date to be determined

Approach towards recommendations

	Provide a quality transit experience for all through an anti-racist, equitable, and inclusive approach to transit safety, security, and policing	Address systemic issues by fostering community relationships and partnerships	Demonstrate responsive leadership and accountability
Issues and gaps <i>Discussed on January 14</i>			
Goals to address issues/gaps <i>Started on January 14, continue today</i>			
Ideas for info/data <i>Discuss today if time</i>			

Example Structure

Draft outline for recommendations

Part 1: Work Group Background

- Why the Police Work Group was created
- Charge from business item
- Work Group process (e.g., high-level summary of meetings)

Draft outline for recommendations continued

Part 2: Work Group's Recommended Approach

Recommended outcome: Metro Transit and MTPD will develop a unified action plan to implement the recommended policy direction by [date.]

1. Vision

1. Provide a quality transit experience for all through an anti-racist, equitable, and inclusive approach to transit safety, security, and policing
2. Address systemic issues by fostering community relationships and partnerships
3. Demonstrate responsive leadership and accountability

2. Values and principles – *1/4/22 discussion*

3. Issues and opportunities – *1/14/22 discussion*

4. Goals – *1/14/22 discussion and today's discussion*

5. Data/information to report that should be considered as Metro Transit and MTPD develop the action plan - *TBD/may start discussing today*



Values guiding recommendations

Key words: dignity, fairness, just, anti-racist, quality, efficiency, positive impact, systems level approach, stakeholders, community of accountability, safety/security

Working list of values, principles, criteria (not in any order):

- Value **safety and security** on transit
- **Dignity, fairness, and just for all**
- **Rebuild confidence** in the **quality of transit for all**
- Value the broad **diversity** of the community we serve, including ability, race, ethnicity, gender, and age
- Apply **anti-racist lens** and practice to this work

Values guiding recommendations – continued

- **Accountability and decision making** – requires mutual accountability or community of accountability. Recognize the roles of Council Members, Metro Transit, and MTPD leadership, and external partners. Includes ensuring open, meaningful dialogue between Chief and Council.
- **Stakeholders** are key to success and to building strong recommendations – both internal and external
- **Responsive to feedback** – not enough to accept feedback, need to follow **best public participation practices** and follow up with people to let them know what was done with their feedback and the actions that will be taken as a result
- **Systems-level approach**, not band-aids
- Assess recommendations to **ensure positive impact/aim to reduce negative impacts** on key communities
- Consider **efficient use of resources**
- Recommendations should be **realistic** and **doable**

Discussion: anti-racist lens in the realm of public safety

- **Background:** During the January 4 values discussion, applying an anti-racist lens or anti-racism lens to policies/practices/procedures and to the recommendations emerging from the work group
- **Work Group Discussion:**
 - How is an “anti-racist lens” defined and what is its purpose?
 - What does it mean to apply an anti-racist lens in the public safety realm?
 - How should this be reflected in the work group’s work and recommendations?

(1) Provide a quality transit experience for all through an anti-racist, equitable, and inclusive approach to transit safety, security, and policing

Issues and gaps – draft notes from 1/14 discussion

“Needs” discussed during 1/14 meeting that are better understood as values/principles that apply to all three vision statements:

- Need to consistently and effectively apply an anti-racist lens to policy/practices/procedures.
- Need to use public engagement best practices.
- Need to demonstrate commitment to valuing the broad diversity of people we serve, including gender, race, ethnicity, people living with disabilities, and age.

(1) Problematic conditions and behavior at facilities and on transit vehicles that lead riders and employees to feel unsafe – important to provide quality experience for all.

(2) Ridership is down significantly during the pandemic leading to lower sense of safety; building ridership may lead to an increased feeling of safety.

(3) Unreliable or infrequent transit service can contribute to riders feeling unsafe.

(4) Metro Transit does not currently have a formal, comprehensive plan to engage with youth that includes collecting, maintaining, reviewing, and acting on data about interactions with youth.

(5) Perception that there is a lack of sufficient official presence with authority and skill on the system.

(1) Provide a quality transit experience for all through an anti-racist, equitable, and inclusive approach to transit safety, security, and policing

Goal ideas discussed on 1/14 draft notes

Safe, consistent, quality experience for all on buses, trains, and facilities

- Ensuring transit stops and facilities are brightly lit and clean
- Addressing violations of Code of Conduct and laws
- Building team of police, non-sworn “ambassador” personnel, and maintenance employees; includes increasing official presence with authority and skill
- Improving transit service reliability and frequency
- Employing public engagement best practices and valuing the broad diversity of the communities we serve (gender, race, ethnicity, people living with disabilities, age). Includes specifically supporting and engaging youth in our communities.

Measure customer satisfaction, number of customer and employee complaints (e.g., complaints of feeling insecure, experiencing discrimination), and number of incidents.

Work group recognizes a correlation between increasing ridership and providing a safe, consistent, quality experience for all. Achieving a safe, consistent, and quality experience is important to rebuilding ridership, which in turn, could also improve a sense of safety.

(2) Address systemic issues by fostering community relationships and partnerships

Issues and gaps – draft notes from 1/14 discussion

(1) Metro Transit Police Department is responsible for a large system that crosses many boundaries and jurisdictions.

- Need to strengthen relationships with local governments, city/county attorneys, and other stakeholders to improve conditions on transit and around transit facilities that are beyond transit's jurisdiction.

(2) Systemic problems contribute to issues observed on transit (including crime, untreated severe mental illness, chemical addiction, homelessness, problems stemming from the pandemic, etc.)

Potential follow-up discussion: are there also internal systemic issues that should be named?

(3) Legislature has not passed administrative citations policy change, which would allow non-sworn personnel to inspect fares and issue citations for fare non-compliance and would allow MTPD to redeploy officers to focus on public safety needs.

(2) Address systemic issues by fostering community relationships and partnerships

Goal ideas discussed on 1/14 draft notes

Effective communication structure between MTPD and Council, so Council Members are aware of and can act on issues affecting transit security and policing in a timely manner

- Empower Chief to share information with Council Members.
- With more regular information, Council Members can act before conditions are dire.

Note: while this was discussed as part of this “vision” statement, it might fit better in vision statement #3

Communicate and engage with other jurisdictions, including law enforcement agencies, to work together towards solutions with immediacy and regularity

Pass administrative citations legislation

- Continue to advocate for administrative citations legislation.
- In the interim, continue current effort to increase official presence on the system.

(3) Demonstrate responsive leadership and accountability

Issues and gaps – draft notes from 1/14 discussion

- (1) Ensure all are treated with dignity, fairness, and in a just manner. Establish expectations/definitions of positive and negative outcomes. Evaluate policies/practices/procedures to ensure positive outcomes; aim to reduce negative impacts on communities.
- (2) Council Members need more opportunity to regularly converse with Chief and GM regarding transit safety/security in addition to receiving structured presentations.
- (3) Develop regular reporting of qualitative data, quantitative data, and other information to assess performance and outcomes. Standardize approach to collecting data, transparency, reporting, and utilization (targets).
- (4) Ensure leadership is responsive to employee needs and concerns, using surveys and other forms of direct employee feedback and seeking improved communication on what happens with that feedback.
- (5) Strengthen accountability by ensuring roles and responsibilities for transit policing and safety are clear to Council Members, employees, and the public.
- (6) Ensure resources are efficiently supported and managed.
- (7) Need to address issues relating to officer retention.
- (8) Need mutual accountability or community of accountability; accountability involves external stakeholders.
- (9) Need timely response to constituent feedback regarding safety on transit. Set standards for responding and assess staff capacity to meet those standards.
- (10) Assess training for officers and operators. (placeholder/more information requested by work group on 1/14/22)

(3) Demonstrate responsive leadership and accountability

Goal ideas - to be discussed on 1/28

Effective communication structure between MTPD and Council, so Council Members are aware of and can act on issues affecting transit security and policing in a timely manner

Note: this goal idea was moved from discussion on the second vision statement

- Empower Chief to share information with Council Members.
- With more regular information, Council Members can act before conditions are dire.

Work group did not have time to discuss goals for this third vision statement during the 1/14 meeting; will return to this discussion during the 1/28 meeting

If time: Discuss Data/Information Needs

What data (quantitative and qualitative) and other information does the Met Council need reported to them on a regular basis to track progress towards goals?

Background – from the business item forming this group:

By February 28, 2022, the Metro Transit Police Review Work Group will report back to the full Metropolitan Council with recommended transit safety and security outcomes and strategies to achieve the outcomes. The recommendations must also identify data and other information that Metro Transit will provide the Metropolitan Council as part of regular Metro Transit Police Department (MTPD) updates that will begin in Q1 2022.

Next steps

- **Next Work Group Meeting:** February 11, 2022
 - What do you need to prepare for the next meeting?
- **Next Committee of the Whole Meeting:** February 16, 2022
- **Recommendations due:** February 28, 2022



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