Presentation to the Equity Advisory Committee
August 18, 2020

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General Manager
Metro Transit

Chief Eddie Frizell
Metro Transit Police Department
MTPD’s Commitment to Equity in Staffing & Hiring

**ALL SWORN OFFICERS**

- White: 64.74%
- Black: 15.61%
- Hispanic/Latino: 6.94%
- Hawaiian/Pacific Islander: 0.58%
- Asian: 11.56%
- Native American: 0.58%
MTPD’s Commitment to Racial Equity

OBJECTIVE:
Create and grow partnerships with racially diverse community groups in order to prevent crime, advocate for youth, and support conflict management initiatives.

2020 budget allocation: $350,000
MTPD’s Commitment to Gender Equity

Sexual Harassment*

The MTPD is working with Rachel Cagel (Equity & Inclusion) in developing an online reporting tool.

We respond to and investigate operator reports of sexual harassment & conduct.

<table>
<thead>
<tr>
<th>CRIME CATEGORY</th>
<th>2019 TOTAL</th>
<th>2020 TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>RAPE</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>OTHER SEXUAL ASSAULT</td>
<td>18</td>
<td>14</td>
</tr>
</tbody>
</table>

Applicable MTPD Policies

602/Sexual Assault Investigations
338/Hate or Prejudice
900/Custodial Searches

*Sexual harassment, although not typically criminal, remains a public safety issue that the MTPD is committed to addressing.
MTPD’s Commitment to Equity in Housing Opportunity

HOMELESS ACTION TEAM (HAT)

Officers + Met Council’s HRA* staff work together to identify and refer people who use the transit system as a substitute for appropriate housing

Since September 2018:
105 people placed in permanent housing

Working to fill the space for 94 more people

*HRA: Housing & Redevelopment Authority
MTPD’s Commitment to Fair & Equitable Policing

MTPD POLICY 300.3.4: Carotid Controls

Updated in June 2020—ahead of state law mandate

Other Policies Recently Updated:

Vehicle Pursuits
Police Canines
Use of Narcan
Professionalized Uniforms
# MTPD’s Commitment to Fair & Equitable Policing

## RECRUIT ACADEMY

<table>
<thead>
<tr>
<th>Topic</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American cultural awareness</td>
<td>3.5 hours</td>
</tr>
<tr>
<td>Asian cultural awareness</td>
<td>2 hours</td>
</tr>
<tr>
<td>East/West African cultural awareness</td>
<td>3 hours</td>
</tr>
<tr>
<td>Latino cultural awareness</td>
<td>2 hours</td>
</tr>
<tr>
<td>Muslim cultural awareness</td>
<td>2 hours</td>
</tr>
<tr>
<td>Native American cultural awareness</td>
<td>2 hours</td>
</tr>
<tr>
<td>Community policing</td>
<td>2 hours</td>
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<tr>
<td>Procedural justice</td>
<td>4 hours</td>
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## ONGOING TRAINING for ALL SWORN

<table>
<thead>
<tr>
<th>Topic</th>
<th>Hours (3-year cycle)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fair &amp; impartial policing</td>
<td>8 hours</td>
</tr>
<tr>
<td>Procedural justice</td>
<td>8 hours</td>
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</tbody>
</table>