

Safety & Security

ACTION PLAN

Agenda

- Metropolitan Council's Metro Transit Police Review
- Action plan development to advance Council recommendations
- Question for TAAC – how do you want to be involved as we implement the forthcoming action plan?

Metro Transit Police Review Phases

- **Phase 1:** Community Engagement led by Citizens League (July 2020 – September 2021)
- **Phase 2:** Council Member Metro Transit Police Work Group (August 11, 2021 – March 2, 2022)
- **Phase 3:** Action Plan Development by Metro Transit/MTPD (March 2022 – June 2022)

Action Plan implementation in progress by July 2022, assuming June 2022 approval



Phase 1 and Phase 2 of the Metro Transit Police Review

Phase 1: Citizens League Engagement

Overall themes

- Perception vs. reality of safety
- Passenger behavior impacts safety
- More riders lead to a feeling of safety
- Safety is more than enforcement
- The presence of an authority figure leads to a greater sense of safety

Phase 2: Council Members' Metro Transit Police Work Group

- August 2021 business item authored by Chair Zelle established the group to develop recommendations due February 28, 2022
- Initially eight Council Members, chaired by Council Member Reva Chamblis
- Met about every-other week for about six months (total of 15 meetings)
- Meetings were public - materials are online and recordings are available
- Gathered input from TAAC, Metro Transit employees, and the public to supplement the Citizens League's work

Police Work Group's Recommended Vision

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

Police Work Group Vision 1

Vision 1 - Provide a quality transit experience for all, using an anti-racist lens, equity lens, and an inclusive approach to transit safety, security, and policing

- **Recommendation 1.1:** Provide a safe, consistent, quality experience for all on buses, trains, and facilities

Police Work Group Vision 2

Vision 2 - Address systemic issues by fostering community relationships and partnerships

Recommendation 2.1:

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

Recommendation 2.2: Continue efforts to pass administrative citations legislation

Police Work Group Vision 3

Vision 3 - Demonstrate responsive leadership and accountability for results

- **Recommendation 3.1:** Develop 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
- **Recommendation 3.2:** Evaluate policies, practices, and procedures to ensure positive outcomes and reduce negative impacts on communities
- **Recommendation 3.3:** Seek out and address employee transit safety and security needs and concerns in a meaningful and timely manner
- **Recommendation 3.4:** Seek out and address public feedback on transit safety and security in a meaningful and timely manner

Phase 3: Transit Safety & Security Action Plan Overview

- Deliver a draft action plan to the Metropolitan Council for the June 1 Committee of the Whole discussion and plan to seek Council approval in June
- Plan will include action steps with timelines to advance the Met Council's vision established in Police Work Group recommendations
- Integrate other safety and security initiatives underway into the action plan to ensure this plan ties together and builds on relevant existing work

Phase 3 Key Steps towards Developing the Action Plan

Not an exhaustive list, but steps we are taking include:

- Inventory current and planned work
- Identify gaps between current work and vision, and developing action steps to address gaps
- Assess existing peer research; seek more peer information if needed
- Establish approach to measuring performance and tracking action plan progress
- Continue to communicate with stakeholders who are participating in the police review process

Example action item ideas include...

- **Improving conditions on the system**
 - Increase presence by reviewing and strengthening efforts to hire and retain officers and CSOs and examining options for other non-sworn staff
 - Strengthen Metro Transit's Code of Conduct and communicate it more widely
 - Pilot use of supplemental security services at high-traffic locations
 - Expand use of technology
- **Training and supporting employees**
 - Expand training on topics such as mental health, de-escalation, and personal safety
 - Increase conversations and cross-training between MTPD and other departments
 - Regularly survey employees about security concerns and report back to employees on actions taken in response to surveys
- **Engaging customers and partners**
 - Contract with social service organizations
 - Further invest in MTPD's Homeless Action Team
 - Regularly report transit public safety data and action plan implementation to employees and the public

Q-and-A and discussion

- After hearing this presentation, what are your thoughts about the Council's vision for this plan?
- Are there considerations you want Metro Transit staff to think as we continue developing the draft action plan?
- How does this committee want to be involved when we implement the action plan?

Thank You!