



BART Police Department Progressive Policing and Community Engagement Bureau



Presentation Overview

- Progressive Policing & Community Engagement
 - Deputy Chief Averiett
- Ambassador and Crisis Intervention Specialist Outreach Program
 - Supervisor Armando Sandoval
 - Supervisor Camarin Sanford
- Community Oriented Policing Unit – Community Engagement Program
 - Coordinator CSO J. Moreland
 - Coordinator CSO H. Matthews
- Q & A

Overview

- The BART Police Department has done much to implement progressive and equitable policing practices over the years. BART was the first agency to have POST-certified instructors for Fair and Impartial Policing training, partnered with the Center for Policing Equity, and created Crisis Intervention Training and Community Outreach Coordinator positions, to name a few.
- In 2020, the BART Police Department created the Progressive Policing and Community Engagement Bureau. Recognizing the need to reimagine policing and the services it provides, the bureau utilizes a model that de-emphasizes the use of sworn personnel to respond to homelessness, behavioral health and substance use, among other issues that do not need an armed police response. Along with re-emphasizing and strengthening community-oriented policing practices, this model considers a different style of public safety that is more effective and prevents racially biased policing.
- The Progressive Policing and Community Engagement Bureau includes the Community Ambassador Unit, Crisis Intervention Division, and Community-Oriented Policing Division.

BART Progressive Policing to Date

- BART Board created a police review committee in 2009
- Established the Office of the Independent Police Auditor in 2011 and BART Police Citizen Review Board in 2012
- Created Crisis Intervention Training (CIT) and Community Outreach Coordinator positions in 2012
- Partnered with the Center for Policing Equity (CPE) in 2012
- One of the first transit agencies to implement the use of body-worn cameras for all officers in 2013



BART Progressive Policing to Date (Cont.)

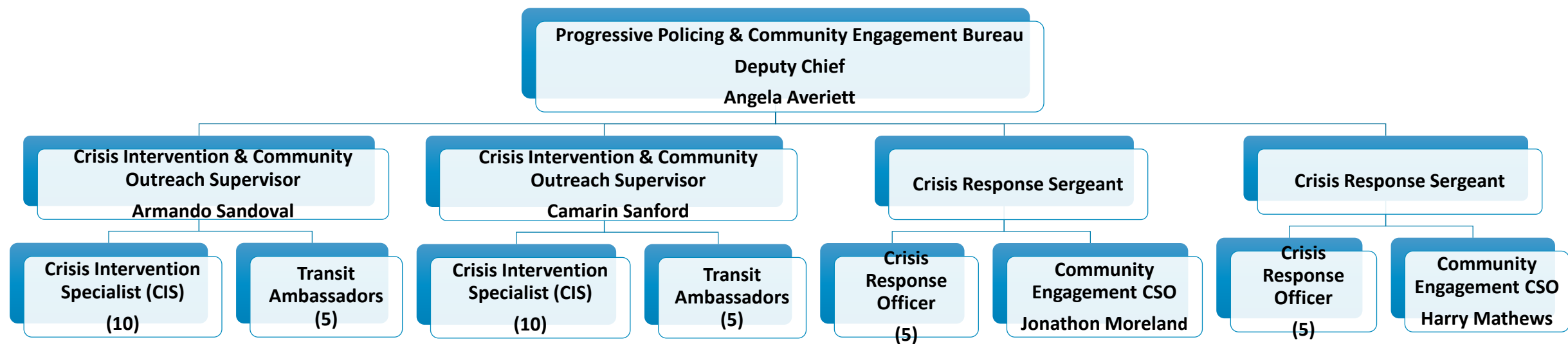
- The first California agency to have POST-certified instructors for Fair and Impartial Policing training in 2016
- A pilot agency for the Police Executive Research Forum's Integrating Communications, Assessment and Tactics (ICAT) program in 2016
- Implemented the Law Enforcement Assisted Diversion (LEAD) program in partnership with San Francisco PD and Public Health in 2017
- Launched a pilot project of 10 unarmed Ambassadors and have since formalized and expanded the program in 2020
- Established a new Progressive Policing and Community Engagement Bureau in 2020



BART Progressive Policing Classifications

Sworn	Supervisor of Crisis Intervention and Outreach Programs	Crisis Intervention Specialist	Transit Ambassador
<ul style="list-style-type: none"> • Supervises • Patrols • Responds • Proactive • Reactive • Armed • Uniformed 	<ul style="list-style-type: none"> • Supervises • All skillset of Crisis Intervention Specialist (CIS) • Monitor and deploy CIS • County/City homeless coordination • Monitor Quality of Life (QOL) data w/ system • Unarmed • Plain clothes 	<ul style="list-style-type: none"> • Engage those experiencing QOL issues; identify potential services for mental health, crisis intervention, homeless and supportive housing services • Coordination w/ field reps from counties and cities • BART point for Hot Teams • Proactive • Reactive • Unarmed • Clothing with BART logo 	<ul style="list-style-type: none"> • Presence in system • Observe and report • Proactive • Max visibility on trains • Unarmed • BART uniform

BART Progressive Policing Organization Chart



Community Ambassador Unit

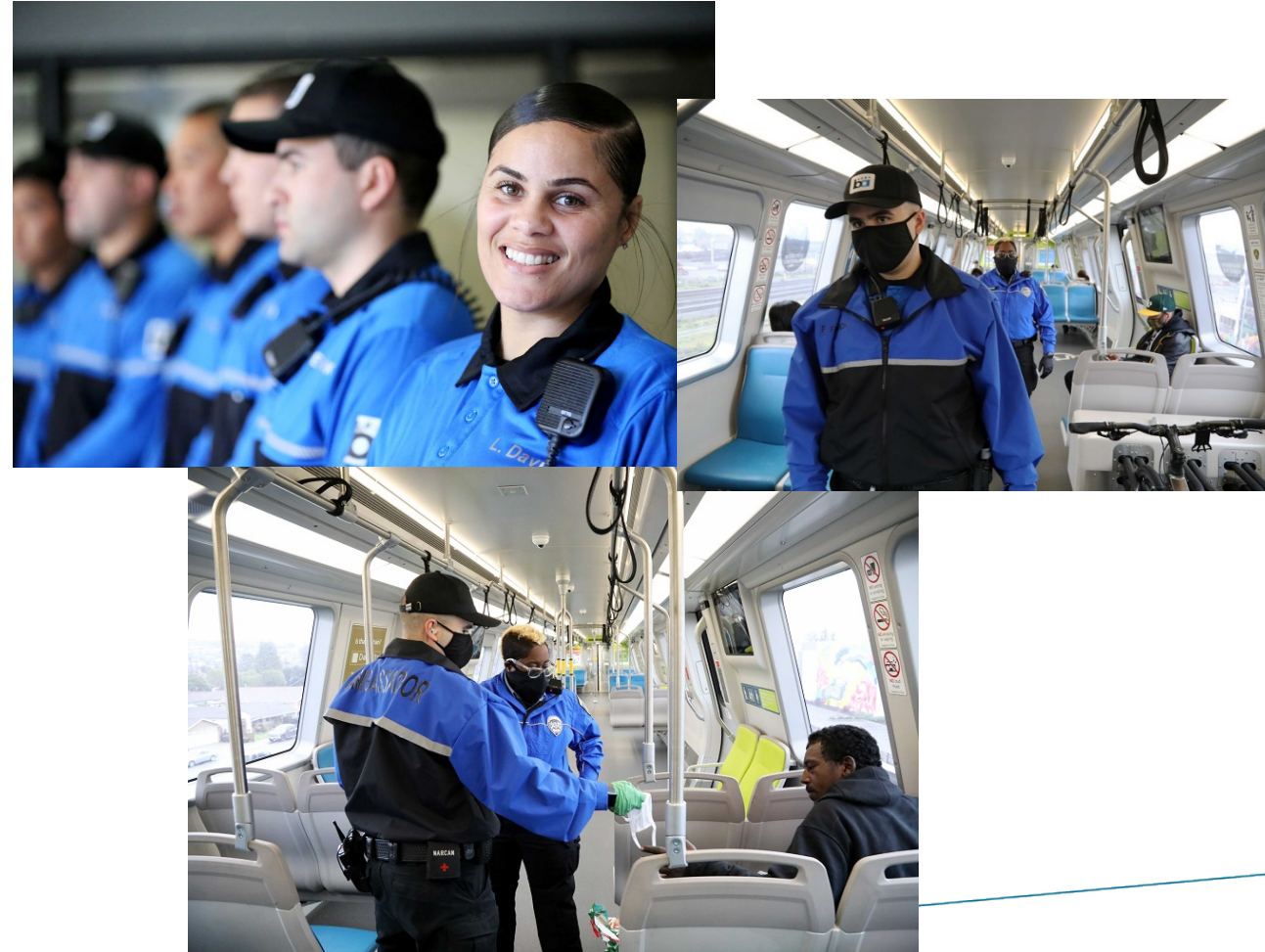
BART implemented the **Ambassador Program** to increase the presence of uniformed personnel on trains to address customers' concerns about safety and security.



- Six-month pilot from February 2020 – August 2020
- The pilot consisted of Community Service Officers (CSO) who were on special assignment in the position
- Due to the success of the pilot program, the program was formalized and is now permanent

Roles and Responsibilities of BART Transit Ambassadors

- Be visible to the public
- Answer questions and respond to complaints and requests while riding trains
- Identify, report, and document the following to OCC or BPD:
 - Inappropriate behavior
 - Safety and security issues on/in the system
 - Biohazard



Crisis Intervention Division

- The pilot **Crisis Intervention Team (CIT)** aims to provide a civilian/professional response to homelessness, behavioral health, substance use, and other issues that do not need an armed police response. The CIT will consist of:
- Two Crisis Intervention and Community Outreach Supervisors
- Twenty Crisis Intervention Specialists
- Twenty Ambassadors
- Ten Officers
- Two Sgt.'s
- One Lt.



Crisis Intervention Team Roles and Responsibilities

- **Crisis Intervention and Community Outreach Supervisors** will lead and coordinate outreach and engagement efforts between the community and in partnership with counties and community-based organizations.
- **Crisis Intervention Specialists** will link (case manage) people who are without housing, people who have mental health conditions and other at-risk individuals to services and community-based organizations within the counties.
- Plain clothes **CIT officers** (security & **stabilization of crisis behavior**)

Community Engagement Team/Program/Unit

The BART Police Department's community-oriented policing program is a proactive approach to policing that involves problem identification and resolution and creating partnerships between the members of the police department and the communities they serve.

Community-oriented policing is a philosophy that promotes organizational strategies, which support the systematic use of partnerships and problem-solving techniques, to pro-actively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.

Community oriented policing goes beyond traditional policing to build a cooperative and mutually beneficial relationship between the police and the community by:

- Ensuring active involvement on the part of problem-solving officers and neighborhood services coordinators in the affairs of the community.
- Encourages active citizen involvement in policing efforts.
- Focusing on issues of ongoing public concern.
- Providing continuity of service to the community.

Community Engagement

The **Community-Oriented Policing Division** consist of two Community Service Officers. Their roles include:

- Creating partnerships with community-based organizations that provide goods and services to the public
- Providing leadership and mentoring to school students and youth organizations
- Coordinating department charitable programs, such as holiday food and toy drives
- Serving as a liaison to BART citizen advisory committees, outside community groups and governmental working groups



Q & A

