

BART Police Department | Update to the Board of Directors November 18, 2021



### BART Police: Progressive Policing & Community Engagement Bureau

BART Police recognizes that not every crisis on BART needs to be addressed by a sworn police officer.

The Bureau of Progressive Policing and Community Engagement's mission is to engage the BART Police Department in leading transparent, equitable, and innovative policing practices to improve public safety across the diverse communities in which we serve.

We are committed to rebuilding trust and nurturing relationships between our communities and law enforcement through a culture of accountability, responsibility, and collaboration.

#### **BART Progressive Policing Classifications**

**Sworn Officers** 

Supervisor of Crisis Intervention and Outreach Programs

Crisis Intervention Specialists

Transit Ambassadors

Special Engagement Team (SET)



### A Commitment to Progressive Policing

2009 - 2019

- 2009: Police review committee
- 2011: Office of the Independent Police Auditor
- 2012: Police Citizen Review Board & Partnered with Center for Policing Equity
- 2013: Use of body-worn cameras for all officers

- 2014: Launched two roles: CIT and Community outreach Coordinator
- 2016: POST-certified instructors for Fair & Impartial Policing training
- 2017: LEAD program in partnership with San Francisco's PD and Public Health agencies

### PROGRESSIVE POLICING & COMMUNITY ENGAGEMENT BUREAU

BART established a new Progressive Policing & Community Engagement Bureau.

2020

BART Launched a pilot project of 10 unarmed Ambassadors Formation and deployment of hybrid Co-Responder Teams trained in deescalation and outreach

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2021



### Plan of Action

In January 2020, we set a goal to increase the number and type of civilian staff to respond to societal issues



#### **Action Plan**

Implement Pilot Crisis
Intervention teams consisting
of

- Supervisor of Crisis Intervention and Outreach Programs
- Crisis Intervention Specialist
- Plain clothes Officer (security)

#### **Short Term**

Add resources dedicated to BPD Progressive Policing Bureau

- 20 Crisis Intervention Specialists
- 2 Police Sergeants and 10 Police Officers

#### **Medium Term**

Establish response
Protocol

#### **Long Term**

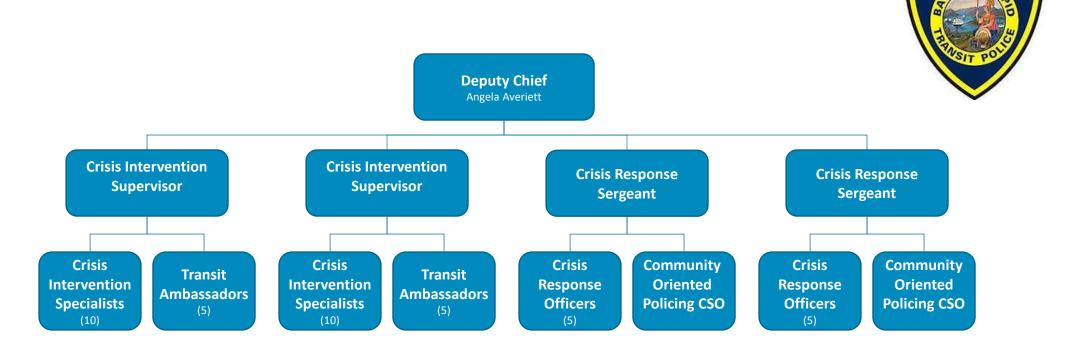
Evaluate program for 18-month period by setting data driven benchmarks and revaluate to determine if modifications need to be made

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### Progressive Policing & Community Engagement Bureau

#### 47 Person Bureau





# Current Staffing Levels

Title	# Positions	# Filled Positions	# Open Positions	Target Fill Date
Crisis Intervention Supervisor	2	2	0	Filled
Crisis Intervention Specialist	20	9	11	Late January 2022
Transit Ambassador	10	10	0	Filled
Crisis Response Sergeant	2	1	1	December 2021
Crisis Response Officer	10	5	5	December 2021
Community-Oriented Policing CSO	2	2	0	Filled
Total	46	26	20	

### Employee Snapshot

### **CIVILIAN STAFF**

#### **SWORN OFFICERS**

Supervisors













**Crisis Intervention Specialists** 













#### Ambassadors





















Sergeant



Officers













## Current Deployment Plan



Line	Deployment Location	Staffing	Hours
Red	Balboa Park	† † 🍣	4:00am – 12:00pm
Green	Lake Merritt	↑ ↑ <del>&amp;</del>	4:00am – 12:00pm
Orange	El Cerrito Del Norte	↑ ↑ <del>&amp;</del>	4:00am – 12:00pm
Yellow	Walnut Creek	<b>† † </b>	4:00am – 12:00pm
Blue/Green	Castro Valley	<b>†</b> 🕉	4:00am – 12:00pm



## Full Staff Deployment Plan

Line	Deployment Location	Staffing	Hours
Yellow	Walnut Creek	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Green (Pink)	Fremont / Berryessa	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Orange	El Cerrito Del Norte	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Blue	Castro Valley	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Red (Purple)	Balboa Park	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm



# Closing Remarks

