

A vibrant, colorful mural on a city street. The mural features various geometric patterns and abstract designs in shades of red, yellow, blue, and orange. In the background, a white and red tram is visible on a street lined with trees and buildings. The scene is bright and sunny.

# Reimagine Public Safety Advisory Committee

**October 11, 2021**

# Welcome and Agenda

**12:30-12:50pm: Welcome and introductions (20 minutes)**

**12:50-1:00pm: Interim Chief Operating Officer welcome (10 minutes)**

**1:00-1:10pm: Committee charge, meeting structure (10 minutes)**

**1:10-1:20pm: Reimagining Public Safety update (10 minutes)**

**1:20-1:40pm: Introduction to community training concepts (20 minutes)**

**1:40-1:50pm: Community Feedback (10 minutes)**

**1:50-2:00pm: Closing remarks and next steps (10 minutes)**

**Goal: Introduce members of Reimagine Public Safety Advisory Committee. Provide project overview, outline areas of work for staff and committee. Kickoff first item of focus for committee members.**

# Reimagine Public Comment

## Sign up to address the committee

- Raise your hand or type in your name in the chat feature.
- Press (\*9) to raise your hand if you are calling in from a phone.
- To sign up in advance, or to send in written comments to the Reimagine Public Safety Advisory Committee, email us at [reimaginepublicsafety@trimet.org](mailto:reimaginepublicsafety@trimet.org)

# Committee Documents

- Charter**
- Reimagine Safety Committee Role**
- Committee Purpose and Responsibilities**
- Conflict of Interest**
- Reimagine Background and Project Update**

# Committee Role & Purpose

- The Committee is tasked with providing feedback, insight, and guidance to TriMet as it designs, implements and evaluates the effectiveness of new public safety programs as recommended by the Reimagine Public Safety initiative.
- Committee members are asked to consider the ideas and values expressed through community engagement, TriMet's values and mission, their own personal and professional experience, and local communities' needs as they provide feedback, insight, and guidance to TriMet as it designs, implements and evaluates the effectiveness of new public safety programs.

# Responsibilities

All participants agree to act in good faith in all aspects of this process and do your best to represent the needs of your community. Expectations include:

- Attend as many meetings as possible, your voice matters, notify staff if you have an unavoidable conflict
- Prepare for meetings by reading materials in advance and arriving on time
- Share the air – only one person will speak at a time, and we will allow others to speak once before we speak twice
- Express your own views and opinions, while also sharing your lived experiences and knowledge of the community
- Respect the views and opinions of others
- Challenge ideas rather than people
- Recognize power dynamics
- Seek to understand each other and provide individual recommendations that consider the needs and concerns of the local community and the larger region
- Share your own thoughts and perspectives on the process with people outside the committee but refrain from speaking on behalf of the committee
- Keep multitasking to a minimum and stay present to the topics at hand

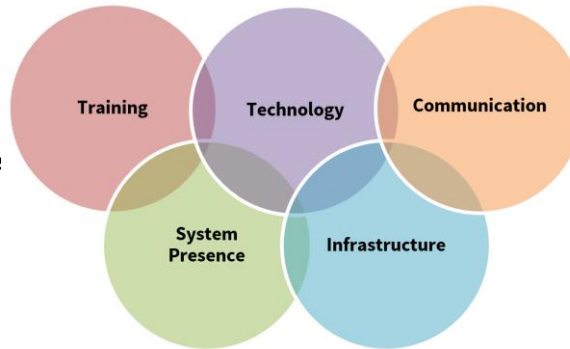
# Phase 1 Project Timeline

Summer 2020	Fall 2020	Winter 2020	Spring 2021	Summer 2021	Fall 2021
Community Engagement	Advisory Committee	Presented recommendations to Board	Hired project manager	Staff assignments and assessments	Reimagine Public Safety Advisory Committee

# Committee recommendations for re-investing the \$1.8 million

1. Training in anti-racism, cultural humility, mental health and de-escalation for TriMet employees
2. Increased presence of TriMet personnel and unarmed safety presence
3. Crisis intervention teams trained to deal with those in mental health crisis or other behavioral issues

## 5 areas of focus



## 24 Initiatives

- Training (3)
- System Presence (7)
- Technology (2)
- Infrastructure (6)
- Communication (6)



# Reimagine Teams & Stakeholders

Public Safety  
Advisory  
Committee

Reimagine  
Project  
Stakeholders

Safety and  
Security staff  
and Partners

Reimagine  
Project Staff

Public Safety Advisory Committee	Reimagine Project Stakeholders	Safety and Security Staff & Partners	Reimagine Project Staff
Four Clackamas County Members	TriMet Board	Customer Safety Supervisors	Project Coordinator
Five Multnomah County Members	Multnomah County Commissioners	HOPE Team, Mental Health Response Team of WA County	Project administrative Support
Five Washington County Members	Transit Equity Advisory Committee	G4S, Portland Patrol Inc.	Public Affairs staff support
Board Liaison Dr. LaVerne Lewis	Committee for Accessible Transportation	Multnomah County Sheriff's Office	Cross divisional staff as assigned
Community members participating in open forum	Community partners, riders, TriMet staff, broader region	Jurisdictional policing agencies	

# TriMet Executive Leadership Assignments

- **TriMet's General Manager assigned the work to nine divisions and multiple departments across the agency.**
- **Project recommendations have been separated into two areas of work**
  - **Internal staff build out**
  - **Reimagine Public Safety Advisory Committee**

# Reimagine Initiatives & Roles - Staff

## Training

- ✓ **1.1** Audit current training and identify new and or updated training for employees ensuring training topics include anti-racism, cultural competence, de-escalation, mental health first aid, and other elements identified by the committee - for Safety and security staff.
- **1.2** Mandatory De-escalation training for all front line staff and more - see list

## System Presence

- ✓ **2.1** Ensure that security personnel on the system will have participated in the first rounds of new training focused in to creating a safe and welcoming system for all.
- **2.2** Develop and launch a new pilot program for TriMet personnel to ride trains at night, providing more presence and support for riders
- **2.3** Develop opportunities for TriMet leadership, including Directors and Managers, to be more present on the system to strengthen insight on system challenges and opportunities and support efforts to help create a safer and welcoming system for all.
- **2.6** Pilot new community support/rider advocate partnership models that focus on supporting riders and ensuring they feel safe and welcome on the system
- **3.2** Implement the new pilot model

## Technology

- **4.1** Convene new IT/Safety taskforce to review security technology needs and exploring the following elements:
- ✓ **4.2** Include MAX silent alarm capacity in the design on the new type 6 Light Rail Vehicles

## Infrastructure

- **5.2** Complete a Crime Prevention Through Environmental Design (CPTED) study at three transit centers (highest crime)
- ✓ **5.5** Explore funding alternatives e.g. TriMet Foundation, to support infrastructure improvements

## Communication

- ✓ **6.2** Identify resources to oversee Reimagine Transit Public Safety initiatives, and develop and evaluate performance metrics and outcomes to track progress

# Reimagine Initiatives & Roles – Reimagine Public Safety Advisory Committee

## Training

- **1.3** Partner with community based organizations on the development and provision of training through micro grants and direct contracts.

## System Presence

- **2.4** Work with the new Safety Advisory Committee, to build out potential cost effective pilot models for rider support/ rider advocate staffing and partnership approaches.
- **2.5** Pilot new community support/rider advocate partnership models that focus on supporting riders and ensuring they feel safe and welcome on the system.
- **3.1 Crisis intervention team:** Work with community and jurisdictional partners to develop a new Crisis Team pilot model. Ensure model is reflective of the community and trained to address mental and behavioral health and other quality of life issues.

## Infrastructure

- **5.3** Conduct stops and stations safety assessment review focusing first on communities of color followed by a review for low income service areas.
- **5.4** Leverage the recent development of a regional pedestrian plan to partner with local and regional jurisdictions to improve infrastructure near our stops and stations with a focus on addressing ADA, security, lighting and related improvements.
- **5.6** Develop prioritized ranking system for bus stops establishing an order of upgrades focused on communities of color, & low income neighborhoods, leveraging alternative funding sources.

## Communication

- ✓ **6.1** Establish a new Safety & Security Advisory Committee to support the implementation of the recommendations and provide a public forum for moving forward.
- **6.3** Create and launch communication and outreach a safety and security campaign.
- **6.4** Implement quarterly reporting of safety and security on the system as part of General Manager Board briefings.
- **6.5** Develop an annual Rider Club survey to help assess progress and stakeholder perceptions on the work as it moves forward.
- **6.6** Convene an annual safety and security Public Forum.

# Committee Initiative

# Training

#	Initiative	Status
1.3	Partner with community-based organizations on the development and provision of training through micro grants and direct contracts	In progress

Going beyond required trainings and focusing on awareness for a more welcoming system for all

- Apply community knowledge
- Replicate the method



**Reimagine Public Safety Advisory  
Committee**

**Community Training Grants**

# Reimagine Area of Focus: Training



Training

<b>1.3</b>	<b>Partner with community-based organizations on the development and provision of training through micro grants and direct contracts</b>	<b>In progress</b>
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- Outreach identified Training Categories
- Current Training crosswalk
- Training opportunities & updating the list
- Community Training Grant Process
- Next Steps



# Initial Training areas identified in order to have a safe and welcoming system

## Training Categories

Training in Anti-racism, and anti-stigma

Training on De-escalation techniques and approaches

Training in cultural competency / cultural humility

Training on Implicit Bias

Training on supporting riders with disabilities

Training on supporting youth and seniors on the system

Training on Trauma informed care

Training on Diversity and Culture(s)

Training on community history, events, social structures

Training concepts of racial identity, bias, privilege, and prejudice

Training on supporting riders with mental or behavioral health challenges

Training on resource referral on where resources for those experiencing significant poverty, homelessness, or mental health issues

Training on Civil Rights

# Cross walking what we have with community identified areas of focus

## ***Training in Anti-racism, and anti-stigma***

Race

## ***Training in cultural competency / cultural humility***

Building Cultural Agility and Cultural Humility

Cultural Agility: Addressing Microaggressions at Work

Bystander Intervention

Micro-inequities & Microaggressions

Micro-aggressions 101

Intercultural Competence

Intercultural Communication

## ***Training on Implicit Bias***

Bias Busting @Work

Unconscious Bias Awareness

Unconscious Bias

Organizational Citizenship Bias Busting

## ***Training on supporting youth and seniors on the system***

Communicating Across Generations

Generational Diversity

Intergenerational Communication

# Cross walking what we have with community identified areas of focus

<b><i>Training on Diversity and Culture(s)</i></b>	
Gender Identity	
Gender Diversity 101	
<b>Sexual Orientation</b>	
Sexual Orientation	
<b><i>Training on supporting riders with disabilities</i></b>	
Disability Awareness	
<b><i>Training on supporting riders with mental or behavioral health challenges</i></b>	
Mental Health First Aid	
Mental Health Awareness	X
<b><i>Training on De-escalation techniques and approaches</i></b>	
Improving Interactions with Individuals Experiencing a Mental Health Crisis	X
Improving Interactions with those in Distress (Part 1)	X
Improving Interactions with those in Distress (Part 2)	X

# What's currently missing

## Community identified Training Categories

1. **Training in Anti-racism, and anti-stigma**
2. Training on De-escalation techniques and approaches
3. Training in cultural competency / cultural humility
4. Training on Implicit Bias
5. Training on supporting riders with disabilities
6. Training on supporting youth and seniors on the system
7. **Training on Trauma informed care**
8. Training on Diversity and Culture(s)
9. **Training on community history, events, social structures**
10. **Training concepts of racial identity, bias, privilege, and prejudice**
11. Training on supporting riders with mental or behavioral health challenges
12. **Training on resource referral on where resources for those experiencing significant poverty, homelessness, or mental health issues**
13. Civil Rights

# Potential Training Methodologies

- Online interactive
- Video based
- In-person
- Which could/should / or need to be In-person
- New approaches- Ted Talk format?
- Other approaches
- Awareness
- Pre & Post assessments?

# Training Grants (initial) Thoughts

- 8 to 15 grants
- Budget range \$5 to \$10K
- specifications & requirements aligned with TriMet training standards

# Next Steps & Questions

## Committee homework

- Complete the Training Survey, Review the list, submit questions, develop suggestions, come prepared for a focused training conversation in November
- Timeline –  
*November – review survey responses, and feedback*  
*December – complete draft framework for RFP*  
*January – RFP for new training partners & resources*
- Questions

# Community Feedback

## Reimagine Public Safety

- Open forum, to hear from riders, and community members on the reimagine initiatives adopted by the Board in 2020.
- To speak at these forums, the public can sign up same day via the chat feature, email us ahead of time or submit a written comment to the committee at [reimaginepublicsafety@trimet.org](mailto:reimaginepublicsafety@trimet.org).



# General Information

- Customer Service 503-238-7433 (503-238-RIDE)
- Emergency call or text 9-1-1.
- When reporting something onboard the bus or train, include
  - Vehicle number
  - Location and the
  - Direction you are headed
  - Noticed something good, or something that could have been better, let us know, send a picture!
- Text your Stop ID number to 27299 for the next arrivals from TransitTracker.

Comments for Reimagine Public Safety Committee [reimaginepublicsafety@trimet.org](mailto:reimaginepublicsafety@trimet.org)

# A look ahead

## Project Timeline: Phase 2

Winter 2021	Spring 2022	Summer 2022	Fall 2022	Winter 2022
Community Training grants	Rider's Club Survey  Technology taskforce recommendations	Safety and security public forum	Safety and security campaign	First round of training complete

# trimet.org/publicsafety



TriMet is committed to ensuring a safe, welcoming and equitable transit system for everyone. On July 1, 2020, we redirected \$1.8 million in police contracts and additional funding to explore new community-based services to expand our safety approach. We are working with our community to reimagine a better transit system that is fair and free of bias while addressing the needs of our riders and employees to feel safe.



# Committee Membership



Urban League  
of Portland



Disability  
Rights  
Oregon



**OPAL**  
ORGANIZING PEOPLE / ACTIVATING LEADERS



Northwest  
Housing  
Alternatives



LIFEWORKSNW



LatinoNetwork



PLAYEAST!  
East County Recreation



Clackamas  
Community College



CLACKAMAS  
SERVICE CENTER



Youth Services



WASHINGTON  
COUNTY  
CHAMBER of  
COMMERCE



**CENTRO CULTURAL**



Virginia Garcia Memorial  
**HEALTH CENTER**



# What's missing?

Website:

[trimet.org/publicsafety](https://trimet.org/publicsafety)

Email:

[Reimaginepublicsafety@trimet.org](mailto:Reimaginepublicsafety@trimet.org)