



Internal Assessment Report

*Reimagining Policing, Security and
Incarcerated Labor Project*

October 2021

If you picnic at Blue Lake or take your kids to the Oregon Zoo, enjoy symphonies at the Schnitz or auto shows at the convention center, put out your trash or drive your car – we’ve already crossed paths.

So, hello. We’re Metro – nice to meet you.

In a metropolitan area as big as Portland, we can do a lot of things better together. Join us to help the region prepare for a happy, healthy future.

Stay in touch with news, stories and things to do.

oregonmetro.gov/news

Follow oregonmetro



Metro Council President

Lynn Peterson

Metro Councilors

Shirley Craddick, District 1

Christine Lewis, District 2

Gerritt Rosenthal, District 3

Juan Carlos González, District 4

Mary Nolan, District 5

Bob Stacey, District 6

Auditor

Brian Evans

600 NE Grand Ave.

Portland, OR 97232-2736

503-797-1700

CONTENTS

Introduction.....	1
Agency-wide Synthesis	3
Visitor Venues and Metro Regional Center	8
Parks and Nature.....	12
Planning, Development and Research	15
Waste Prevention and Environmental Services	22

INTRODUCTION

Project Overview

This project is informed by the calls for advancing racial justice by Reimagine Oregon and other Black community leaders during this time of increased social awareness of the violence towards, and killings of Black and Brown people across the United States at the hands of police. Due to this increased social awareness, Portland's Black community, among others, are demanding a reimagining of how our society chooses to conduct public safety and approach justice. Metro is committed to our own reimagining process in line with these demands – rethinking our relationships with the carceral system and approaches to policing, security and incarcerated labor to ensure our practices live Metro's commitments to racial equity, minimize harm and advance a more just and prosperous greater Portland.

Assessment Purpose

The internal assessment report inventories Metro's touch points with Police, Security and Incarcerated Labor and potential levers for creating community safety. The assessment looks in depth at the following departments and venues: Parks and Nature, Waste Prevention and Environmental Services, Venues and Metro Regional Center Operations, and Planning and Development.

The goals of the internal assessment include:

- Daylight touch points with the systems of policing, security and incarceration;
- Identify Metro's current and potential levers for creating safety at our locations and in our communities;
- Document known or potential impacts of current touch points and approaches;
- Investigate why current touch points and approaches exist and document barriers to change.

This report does not provide analysis on, or recommendations about next steps. However, this report will provide context that will guide the development of the department and agency action plans that will help Metro bring our practices into closer alignment with our values.

Assessment process

The Internal Assessment was conducted through surveying Metro staff using the following questions:

How does your department or work team...

- Approach safety and security for people?
- Protect and secure property?
- Use the labor of incarcerated people?
- Apply levers for creating safety in communities?

Using these questions, Metro staff compiled information about plans, policies, procedures, approaches, norms, contracts, relationships, investments, and purchasing practices to create a detailed inventory of the current state of practices at Metro. This report synthesizes this information into key themes, important examples and discussion of known or potential impact. Detailed information about specific touch points may not always be included here.

The Internal Assessment was directed by the Reimagining Policing and Security Committee (an agency-wide Committee of staff leading the Project) and implemented by the Project Leadership Team and Department Leads, alongside dozens of Metro staff in Department teams or who assisted in information gathering. Assessment coordination and synthesis was conducted by:

Project Leadership:

- Punneh Abdolhosseini, Senior Community Stewardship Planner, WPES
- Loni Black, Associate Regional Planner, Parks and Nature Communications
- Reed Brodersen, Senior Program Analyst, DEI
- Alice Froehlich, Manager, Parks and Nature (Project Support)
- Brody Abbott, Senior Solid Waste Planner, WPES (former Metro staff member)

Department Leads:

- Matan Gold, Associate Regional Planner, Parks and Nature Communications (P&N Lead)
- Lake McTighe, Senior Transportation Planner, Planning and Development (P&D Lead)
- Nick Brown, Security Manager, Oregon Convention Center (Venues/MRC Lead)
- Rory Greenfield, MRC Campus Operations Manager (Venues/MRC Lead)
- Kayla Scheafer, Recycling Information Specialist, WPES (WPES Lead)

Reimagining Policing Committee members:

- Joel Morton, Legal Counsel, Office of Metro Attorney
- Holly Calhoun, Deputy Director, Human Resources
- Kate Fagerholm, Policy Advisor, Metro Council (former Metro staff member)

How to read

The subsequent report includes five chapters – an agency-wide synthesis (reviewing key themes and potential areas for agency-wide coordination) and four department-specific reports. Each chapter includes three to five themes organized in the following structure:

Theme: A high-level area of interest that captures a set of touch points or key lever.

Examples: Discrete examples (e.g. touch point, policy, lever, contract, etc.) that illustrate the theme, prioritizing examples of high impact and to demonstrate diversity across a particular theme.

Impacts: Statements describing known or potential impact to staff, visitors or community members, centering on the experiences of and impact to Black, Indigenous and people of color. These may be data or stories collected from stakeholders or findings elevated from research or community documents.

AGENCY-WIDE SYNTHESIS

An analysis of each of four department assessments was conducted to identify opportunities for agency-wide coordination. The demands made by the Black and People of Color Employee Resource Groups were also included in the analysis. Department assessments were completed by MRC/Venues, Planning and Development, Parks and Nature and WPES. The analysis resulted in four themes, each accompanied by examples and potential opportunities for agency-wide coordination:

- Security and Rule Enforcement
- People in Crisis and Emergency Management
- Incarcerated Labor
- Grants, Funding and Resources

Security and Rule Enforcement

How Metro addresses security practices and enforcement of rules was identified as a key touch point by all four department assessments and the Black ERG. This theme addresses Metro staff, contracted security, as well as contracts with law enforcement. Touch points focused on trainings, policies, and expectations around how to conduct regular security and rule enforcement at our events, parks, venues and other sites. Touch points also included expectations for contracted security firms, and IGAs.

Examples:

- Verbal Judo: Rangers are trained in verbal judo as a de-escalation technique. According to former FBI special agent Joe Cicini verbal judo “or tactical communication is a way of diffusing conflict through conversation”. Verbal Judo was written by George Thompson a former police officer. While Thompson claims Verbal Judo is relevant for anyone, it was created with police, the armed forces, private security, and intelligence agencies in mind.
- Security personnel stationed at front doors and major entrances at visitor venues, wearing standard uniforms
- Deploy ‘use of premises’ executive order to exclude/expel guests as last resort
- Regulated use of security equipment (e.g. pepper spray and batons) and restrictions on carry and use of firearms for staff and visitors
- Parks and Nature has a contract with the city of Fairview for policing at Blue Lake Park and Chinook Boat Launch, a contract with the city of Wilsonville for patrolling specifically the Graham Oaks parking lot, a contract with Multnomah county for policing at Gleason Boat Ramp and a contract with the city of Portland for policing at a number of sites within the jurisdiction.
- Under Title X it states “No person shall, within the boundaries of any park: (a) Camp overnight or longer without first obtaining a camping permit. (b) Camp longer than five (5) consecutive days in any specific park. (c) Camp for more than 10 days in any 30-day period in any specific park. (d) Camp at any time or in any place except as specifically provided for in a camping permit. (e) Camp if he/she is under the age of 18, unless he/she is accompanied by an adult. (f) Camp in nondesignated areas.”

- Parks and Nature contracts with Phoenix private security to monitor Willamette Cove and enforce rules around site closure.
- Security or Police at engagement events – There is currently no existing procedures related to asking prospective venues and community spaces about their security practices. P&D events at Metro facilities may have Metro security present.
- Security staff at all sites and venues are required to have state issued DPSST licenses, as required by state law.
- Prior security experience has been a main criteria when evaluating a candidate for hire across all sites and venues.
- Knowledge, skill and abilities of potential hires are focused around traditional means of performing security functions.
- Security personnel wear recognizable security uniforms, usually similar to law enforcement.
- Security may wear badges and have the option to carry pepper spray.
- RID patrol contracts with Multnomah County sheriff officers to support day-to-day activities of the team.

Opportunities for agency-wide coordination:

- Standardize policies and procedures for in-house security personnel and update job descriptions/recruitments to add knowledge, skills and abilities to support more holistic and trauma-informed safety management.
- Develop clear and consistent criteria for when and how law enforcement personnel and agencies are brought on-site, put under contract or used to support rule enforcement.
- Develop standard criteria and minimum qualifications for contracted security personnel and agencies to ensure consistency and a high level of service consistent with Metro values.
- Review policies and practices related to expulsion to ensure consistent application across Metro and minimize bias and harm, both to staff and visitors.

People in Crisis and Emergency Management

Across Metro properties Metro staff encounter individuals in crisis, have to manage emergencies, or have to deal with potentially dangerous situations. In many cases Metro staff do not have the tools to manage these situations themselves and frequently rely on law enforcement personnel to resolve them.

Examples:

- Large homeless camps exist near sites and venues.
- Metro properties experience vandalism and regular campers on them.
- Metro visitors and staff often call security when homeless or mentally unstable people are on site with the expectation they will be removed regardless of their behavior.
- Metro Security staff feel there is an expectation to remove homeless or mentally unstable people when they are on site regardless of their behavior.
- Security staff rouse and ask campers to leave.

- Police are called when security attempts fail to resolve a situation.
- When there is high profile vandalism or an emergency situation at Metro parks, local media will likely reach out to Metro for a statement relating to enforcement and security.
- Call 911 or non emergency for medical issues, reporting problematic behavior witnessed on or around premises or as situations require.
- Police are notified of criminal activity at Metro sites (e.g., trespass, DUII at Metro facilities, burglary, etc.) and vehicle accidents, hostile customers, accidents with injuries, and fires.
- MetroPaint has an alarm permit with the police bureau and a monitoring company. If the alarm is triggered after hours managers receive a phone call and discuss options with the alarm company. One option is to send police to check on the property.
- RID officers have attempted to deescalate dangerous situations when individuals are having a mental health crisis and threatening physical assault with weapons present
- In one case, a RID officer helped a severely injured Metro staff person quickly get from a remote area to the emergency room for medical treatment.

Opportunities for agency-wide coordination:

- Standardize procedures for interactions with houseless individuals and individuals experience mental health crises, including standards for when law enforcement is engaged, individuals are removed from site, etc.
- Build internal capacity for trauma-informed crisis management.

Incarcerated Labor

Metro's use of incarcerated labor showed up as a touch point for Parks and Nature, the visitor venues, and WPES. It stood out as an agency-wide theme because this area would benefit from coordination and policy development from the Chief Operating Officer.

Examples:

- Use of Clackamas County corrections crews: Incarcerated laborers are used for cleaning at various Metro parks and sites. This can include cleaning up after camp sweeps.
- Oregon Correctional Enterprises: Incarcerated laborers manufacture a number of park furnishing. Metro is incentivized to make use of OCE through existing procurement policies and state law, which privileges OCE in public procurement processes.
- From 1993-2020, RID Patrol (Regional Illegal Dumping) relied primarily on incarcerated labor to provide cleanup services for garbage in public spaces and on Metro properties. The use of incarcerated labor was paused in 2020 as decided by Metro leadership.
- Metro Central and Metro South Transfer Stations have intergovernmental agreements (IGAs) with Multnomah and Clackamas Counties for youth offenders to collect litter and the wages go toward restitution for the victim of the crimes they are convicted of.

- Use of community service hours work groups at Parks and Natural areas.
- The Oregon Zoo has contracts with correctional facilities to provide clean up services.
- The Oregon Zoo has a conservation contract with Coffee Creek Women’s prison to rear endangered butterflies.
- Purchasing/use of materials that benefit from the prison industrial complex: e.g. 3M, Microsoft, Amazon.

Opportunities for agency-wide coordination:

- Develop clear policies around the use of incarcerated labor and develop minimum standards for contracts to ensure alignment with Metro values.
- Develop procurement guidelines, policies and trainings that align procurement practices with Metro values.

Grants, Funding and Resources

Metro allocates millions of dollars through our various grant programs and investments. In many cases these intend to support prosperity, stability and opportunity for people across the region. These programs often represent important levers to pro-actively create community stability and wellbeing that reduce violence, trauma and the need for police intervention. Through resource allocation Metro also supports law enforcement partners or sets expectations (or a lack thereof) around how safety is created or supported.

Examples:

- Housing program “Emerging best practices to operationalize racial equity in affordable housing” – provides a strong example of overall best practices and strategies that advance racial equity. Specific to reimagining policing and security, one best practice included is to “look beyond histories: Recognize that people of color are disproportionately impacted by the structural racism within the criminal justice system. Consider only recent or serious crimes that relate to the safety of the property and other tenants. Screen for criminal background only after applicant has met all other qualifications. Educate applicants on how to submit a reasonable accommodation request during the application process.”
- SRTS Back to School Toolkit – The toolkit include guidance for partners (schools, families) on personal safety/security/dealing with harassment, with guidance to NOT call the police, unless the person being harassed says it is ok. The toolkit advises to “consider incorporating personal security concepts into safety lessons in addition to addressing traffic safety, as some students may be traveling without adult supervision and may face hate or discrimination while traveling.” Includes guidance for partners (schools, families) on partnering with police: "At this time, we do not recommend partnering with police to ensure that all families feel welcome and safe."
- Community placemaking “What to expect if you are awarded a community placemaking grant” handbook – invites community members to reflect on “what safe spaces means to your community” as one way to measure success. The community placemaking program is an example of a community driven program, co-developed with community members.

- Creating Welcoming Spaces Checklist –Planning communications has developed a ‘living’ document with ways to create more welcoming, accessible and trauma-informed physical spaces. The checklist suggests avoiding places that have law enforcement present, and may be updated to include guidance on what to do in the event of a theft or disturbance, and when to call or not call the police.
- Metro hosts law enforcement trainings (K9, Bomb Squad) with PPB, TriMet, Port of Portland
- Metro supports outreach at community events like National Night Out, which is organized by local police departments.
- Metro is a paying member of Western States Project, a consortium of government agencies (including law enforcement) involved in regulatory, civil, and criminal enforcement of environmental laws.
- RID Patrol’s Metro bag program works with outreach workers, social services, CBOs, local jurisdictions and law enforcement agencies to provide access to garbage services. The bags are not used to move people or to conduct a cleanup. The bag program’s purpose is to be used by houseless community members to access trash services and the ability to clean up their living space.

Opportunities for agency-wide coordination:

- Create guidelines and/or policies that inform partnerships with (or grants to) law enforcement agencies.
- Conduct comprehensive review of Metro grant programs to identify opportunities to prioritize racial equity and invest in community prosperity, stability and opportunity.
- Ensure Metro’s employment, programs and services are accessible to (or even prioritize) people who have experienced incarceration.

VISITOR VENUES AND METRO REGIONAL CENTER

The Oregon Zoo, Oregon Convention Center, Portland 5, Expo Center and Metro Regional Center Operations conducted a thorough scan of their policies, practices and capacities. This analysis underscored many areas of similarity and some differences. Their touch points have been synthesized into the following themes:

- Houseless/mental health crisis management
- Security Personnel
- Security policies and approaches
- External Coordination
- Law Enforcement Relationships

Houseless / Mental Health Crisis Management

Metro's Visitor Venues, the Oregon Zoo and the Metro Regional Center all experience regular incidents involving those experiencing homelessness or having mental health issues on their properties. Security Staff are asked to engage with these individuals with the intent of ensuring Metro business is not disturbed, keep staff and visitors safe and mitigate any damage to property.

Examples:

- **Homelessness:** Large homeless camps exist near sites and venues.
- **Vandalism:** Metro properties experience vandalism and regular campers on them.
- **Requests for removal:** Metro visitors and staff call security when homeless or mentally unstable people are on site with the expectation they will be removed regardless of their behavior.
- **Expectations of removal:** Metro Security staff feel there is an expectation to remove homeless or mentally unstable people when they are on site regardless of their behavior.
- **Expulsions:** Security staff rouse and ask campers to leave.
- **Use of Police:** Police are called when security attempts fail to resolve a situation.

Impact:

- Traditional values around how security should approach these situations and the current qualifications of security personnel can produce police-like responses to these types of site issues.
- Individuals are characterized as "doing something wrong" and Security personnel feel compelled to move them off site.
- These things perpetuates societal assumptions that homelessness/poverty or mental illness are criminal.

Security Personnel

Metro's Visitor Venues, the Oregon Zoo and the Metro Regional Center all employ Security staff. Along with some administrative functions, Security staff are expected to patrol

grounds, ensure Metro business is not disturbed, intervene in situations to keep staff and visitors safe and take steps to mitigate any damage to property.

Examples:

- **Licensing:** Security staff are required by state law to have state issued DPSST licenses.
- **Hiring:** Prior security experience has been a main criteria when evaluating a candidate for hire and the knowledge, skill and abilities of potential hires are focused around traditional means of performing security functions.
- **Uniforms:** Security personnel wear recognizable security uniforms, usually similar to law enforcement. Security may wear badges and have the option to carry pepper spray.
- **Monitoring and surveillance:** All have a primary responsibility to monitor premises and individuals on that premise.
- **Assistance:** In some cases Security staff will assist a houseless person by providing food or information on resources available to them.

Impact:

- Due to traditional expectations of security supervisors, employees and visitors, security is asked and expected to perform in a certain way.
- Unless steps are taken to help all cast aside assumptions about what “is a problem” and create new standards for what and when issues are addressed, the same responses will continue.

Security policies and approaches

Metro’s Visitor Venues, the Oregon Zoo and the Metro Regional Center approach security using a variety of policies and practices that work to protect both people and property. Policies set expectations for behavior of staff and visitors, regulate the authority of security personnel to engage with ‘unwelcomed’ visitors, and provide direction for the use of force and equipment during disturbances, and much more.

Examples:

- **Badge and visitor requirements:** Employee badge requirements and enforcement and visitor check in
- **Security presence:** Security personnel stationed at front doors and major entrances, wearing standard uniforms
- **Exclusions:** Deploy ‘use of premises’ executive order to exclude/expel guests as last resort
- **Calls to police:** Standard approaches within each venue for when law enforcement are contacted
- **Equipment:** Regulated use of security equipment (e.g. pepper spray and batons) and restrictions on carry and use of firearms for staff and visitors

Impact:

- While the practices and policies currently in place support a safe environment for some, the Committee has heard from many Black and brown staff that certain

policies and practices have led to harassment and/or have created an unwelcoming or unsafe environment.

- Our current approach leads to fairly frequent engagement with law enforcement officers, who are called in cases of criminal activity.
- The Committee has heard from some security staff that they do not feel like they have all of the tools and training they need to keep people safe while reducing harm to marginalized communities (e.g. BIPOC, houseless individuals and people experiencing mental illness).

External Coordination

Many of our Metro sites and venues coordinate with other agencies, groups, businesses or organizations to discuss public safety and site security issues and current practices for managing them. Participants in these groups are usually mixes of other security professionals, building managers, security officers, police officers, concerned business owners, elected officials, contract security providers and concerned citizens.

Examples

- **Lloyd District:** OCC and the MRC are members of the Lloyd District Security/Police Monthly Meeting.
- **SPAN:** OCC attends the downtown SPAN (security and police network meeting).
- **Peer-networks:** Venues may participate in Academy for Venue Safety and Security (AVSS) through the International Association of Venue Managers (IAVM).
- **Local relationships:** Many sites have security and safety based relationships with neighboring communities and businesses.

Impacts

- Discussing approaches to safety and security related issues with these groups likely influence our ways of thinking about security and safety.
- This may not be the type of thinking Metro wants brought back to sites and programs.
- There is an opportunity for Metro's leadership and positive impact through these relationships and spaces.

Law Enforcement Relationships

Metro Venues receive regular and routine assistance (sometimes contracted) from the Portland Police for events. On occasion, Venues provide use of premises to PPB for trainings. All Venues and the MRC utilizes PPB for assistance managing situations where security cannot gain or maintain control when it is needed and for reporting property crimes and problematic behavior on or around the premise.

Examples:

- **Emergency services:** PPB provides emergency services for crimes, threats or other issues beyond our control
- **Ongoing police support:** There are established contracts with Portland Police Bureau at OCC, P5, Zoo and Expo to assist with events.
- **Criminal activity:** Sites/venues call PPB for assistance with crimes committed on property, inability to remove individuals from premise (outside and inside)

- **Use of 911 system:** Call 911 or non-emergency for medical issues, reporting problematic behavior witnessed on or around premises or as situations require.
- **In-kind support:** Host law enforcement trainings (K9, Bomb Squad) with PPB, TriMet, and Port of Portland.

Impacts:

- Utilizing law enforcement at our sites and venues sends a message that Metro may be ignoring to how the BIPOC community is impacted by law enforcement;
- condones current and past practices engaged in by law enforcement;
- In at least one instance, Portland Police over-prescribed the number of officers needed at an event at the Expo Center (ultimately bringing a SWAT truck and more than a dozen officers to a family-centered event), adding unnecessary expenses to our client and leading to complaints from guests of color who felt targeted and unwelcomed.

PARKS AND NATURE

Parks and Nature has a variety of touch points with policing, security and incarcerated labor – from emergency management, to ongoing security needs, to sourcing materials for our regional parks. Touch points are organized into three themes:

- Rule enforcement
- Incarcerated labor
- Safety and security

Rule enforcement

Parks and Nature makes use of a variety of policies and practices that work to protect both people and property. Policies set expectations for behavior of staff and visitors, regulate the authority of security personnel to engage with visitors, provide direction for rule enforcement for the protection of people, property, natural and historic resources and wildlife.

Examples:

- **Title X:** The purpose of Title X is to provide the “regulations governing the use of Metro owned or operated Parks and Nature facilities by members of the public in order to provide protection for wildlife, plants and property, and to protect the safety and enjoyment of any person visiting these facilities.”
- **Vandalism:** Defacement of property, graffiti, damage to property, etc.
- **Camping:** Under Title X it states “No person shall, within the boundaries of any park: (a) Camp overnight or longer without first obtaining a camping permit. (b) Camp longer than five (5) consecutive days in any specific park. (c) Camp for more than 10 days in any 30-day period in any specific park. (d) Camp at any time or in any place except as specifically provided for in a camping permit. (e) Camp if he/she is under the age of 18, unless he/she is accompanied by an adult. (f) Camp in nondesignated areas.”
- **Contracts with local police departments:** Parks and Nature has a contract with the city of Fairview for policing at Blue Lake Park and Chinook Boat Launch, a contract with the city of Wilsonville for patrolling specifically the Graham Oaks parking lot, a contract with Multnomah county for policing at Gleason Boat Ramp and a contract with the city of Portland for policing at a number of sites within the jurisdiction.
- **Contracts with private security:** Parks and Nature currently hires private security firms to open/close and patrol park and natural areas. This occurs at access sites that do not have automatic gates and it is unfeasible for Metro staff to complete tasks due to hours and other staffing limitations. They also provide “extra ‘boots on the ground; in enforcing rules,” checking for illegal activity and access, and monitoring site and equipment security.

Impact:

- In many instances, Title X is up to the discretion of the enforcer; enforcement of Title X has the potential to be disproportionately harmful to BIPOC folks, unhoused individuals, and folks with disabilities

- Reliance on local departments for policing and patrolling, can lead to violent interactions between enforcement and the public—which history and statistics tell us has a disproportionately negative effect upon BIPOC folks, LGBTQI2S+ folks, unhoused folks, and folks with disabilities
- When rangers report an ‘illegal’ camp, they will call on WPES’s RID patrol team to sweep the camp and clean up after the camp. This is a complicated situation, both externally and internally. Externally RID is asked to navigate the intersection of race, mental health, and socioeconomics. Internally there is debate as to who should hold this work. As it stands, RID can, at times feel, that Parks is outsourcing difficult decisions regarding displacement of unhoused people on RID patrol.

Incarcerated labor

Parks and Nature relies on incarcerated labor for a number of essential functions.

Examples:

- **Clackamas County corrections crews:** Park and Nature contracts with Clackamas County Corrections Crews for the direct use of incarcerated labor for graffiti removal throughout our portfolio and maintenance services at cemeteries and Glendoveer. These crews are not paid and hours go towards community service requirements.
- **Oregon Correctional Enterprises:** Incarcerated laborers manufacture a number of park furnishing. Metro is incentivized to make use of OCE. The contract exists so there is no procurement hurdle and due to the near non-existent wages for the labor, the furnishing are quite cheap. Incarcerated individuals make \$50-500/month for full time work.
- **Purchasing/use of materials that benefit from the prison industrial complex:** e.g. 3M, Microsoft, Amazon. Other companies include Galls and 5.11 tactical gear for park ranger uniforms, AECOM for construction services.

Impact:

- Here is the introductory language in the State of Oregon Constitution describing incarcerated labor: “(1) Whereas the people of the state of Oregon find and declare that inmates who are confined in corrections institutions should work as hard as the taxpayers who provide for their upkeep; and whereas the people also find and declare that inmates confined within corrections institutions must be fully engaged in productive activity if they are to successfully re-enter society with practical skills and a viable work ethic; now, therefore, the people declare:” This is white supremacist language, plain and simple. When we make use of incarcerated labor, we uphold the vision and values of this language. That does not mean we should entirely divest from incarcerated labor—for by doing so would only hurt those laborers—but rather find ways find solutions that provide decency, opportunity, and a living wage to those currently and formerly incarcerated.
- Question: has anyone who has been on these ‘inmate crews’, once released from the prison system, been able to gain employment at Metro?

Safety and Security

Part of Parks and Nature's core mission is the creation and maintenance of safe and welcoming natural spaces.

Examples:

- **Verbal Judo:** Rangers are trained in verbal judo as a de-escalation technique. According to former FBI special agent Joe Cicini verbal judo "or *tactical communication* is a way of diffusing conflict through conversation". Verbal Judo was written by George Thompson a former police officer. While Thompson claims Verbal Judo is relevant for anyone, it was created with police, the armed forces, private security, and intelligence agencies in mind.
- **Deputized rangers:** Rangers are deputized by county sheriffs, granting them particular authorities for rule enforcement—this is among the reasons why they wear badges
- **Crime Prevention Through Environmental Design:** From Wikipedia, CPTED "originated in America around 1960, when urban renewal strategies were felt to be destroying the social framework needed for self-policing. Architect Oscar Newman created the concept of 'defensible space', developed further by criminologist C. Ray Jeffery who coined the term CPTED. Growing interest in environmental criminology led to detailed study of specific topics such as natural surveillance, access control and territoriality. The "broken window" principle that neglected zones invite crime reinforced the need for good property maintenance to assert visible ownership of space. Appropriate environmental design can also increase the perceived likelihood of detection and apprehension, known to be the biggest single deterrent to crime. There has also been new interest in the interior design of prisons as an environment that significantly affects decisions to offend."
- **Media relations:** When there is high profile vandalism or an emergency situation at Metro parks, local media will likely reach out to Metro for a statement.

Impact:

- What is safe for white dominant culture cannot be said to be safe for those most harmed by white supremacy.
- Not all communities have positive connotations with persons in uniform, particularly those with badges.
- Verbal Judo is not trauma-informed.
- Rangers and operations staff are often forced to act beyond their job description. They are placed in situations where they are asked to be both a rule enforcer and a social worker. This places undue burden upon rangers and operations staff.

PLANNING, DEVELOPMENT AND RESEARCH

Planning, Development and Research's (Planning) touch points speak less to our role in creating safety at Metro sites and destinations, and more about our role in creating safety, stability and prosperity within communities. These upstream plans, policies and investments can increase or decrease the vulnerability or resilience of a community and impact the frequency and nature by which they interact with law enforcement and the criminal justice system. Planning's touch points and levers for creating safety are organized into the following themes:

- Safety for Whom? Defining safety and security in regional plans and policies
- Safety Defined by Whom? Role of police and security in grants and resource allocation
- Safe and Livable Neighborhoods for All? Safety and security in land use and housing policies and plans
- Safe and Livable Streets for All? Safety and security in transportation policies and plans
- Call the Police? Personal and public safety during engagement events

Safety for Whom? Defining safety and security in regional plans and policies

Many regional plans and policies refer to desired outcomes such as safe and stable neighborhoods, safety and equity, however, "safety for whom" is rarely defined. Definitions involving safety and security typically do not include explicit references to the police and carceral system, but can be inferred in some cases. More recent plans and policies are adding references to people "feeling safe" which to begin to define "safety for whom."

Examples

- **Inclusive Style Guide** – Metro is developing an inclusive style guide that could include definitions and recommendations on words, phrases and terms to use when communicating about public safety and livability, including in relation to policing and security. A governance committee will provide a forum for developing new guidance.
- **Messaging** – In communications and messaging, there is increasing effort to describe the people and communities Metro serves with sensitivity; respecting their dignity, and acknowledging the vulnerability and to risk some communities face. This includes acknowledging differential power and access to resources, and recognizing that people and organizations with more power, such as police, have more responsibility to be safe and use their power responsibly.
- **Definition of personal and public security in adopted transportation policies** (Regional Transportation Plan, Regional Transportation Safety Strategy, Metropolitan Transportation Improvement Plan, Street Design guidelines): "Security (Public and Personal) – Protection from intentional criminal or antisocial acts while engaged in trip making through design, regulation, management, technology and operation of the transportation system.
- **Definition of Historically Marginalized Communities** (in the RTP and other documents): Definition refers to institutional and structural discrimination across

the board, so could apply to discrimination of Black people in the carceral system: “Groups who have been denied access and/or suffered past institutional or structural discrimination in the United States, including: people of color, people with low English proficiency, people with low income, youth, older adults and people living with disabilities.”

- **Definition of Emergency Transportation Routes** – Provides an example of a definition that references police as an essential part of safety responses: “Priority routes used during and after a major regional emergency or disaster to move people and response resources, including the transport of first responders (e.g., police, fire and emergency medical services), fuel, essential supplies and patients.”
- **Definition of Safe Routes To School (2018 RTP)** – Provides an example of a definition that references police as a partner to help achieve safe communities: “...The program works with parents, school districts, local governments, government, police and community partners to make it easy and safe for kids to walk and bike to school.”
- **Supportive Housing Services Work Plan, included in definition of imminent risk of literal homelessness** – Provides an example of a definition that acknowledges the negative impact of the carceral system on the safety and wellbeing of some community members: “Individuals exiting an institution (including but not limited to exiting **incarceration** or foster care) and who face literal homelessness; ...”

Impact

- When “safety for whom” is not included in definitions of safety, security and livability, the assumption is that “safety for everyone” is implied. This implication ignores the reality of Black people and other people of color that are not equally safe everywhere. It also ignores the reality that many interventions (design, regulation, management, technology and operations) have at best ignored the safety of Black people, and at worst have prioritized safety for White people and intentionally made Black people, neighborhoods, communities less safe.

Safety Defined by Whom? Role of police and security in grants and resource allocation

The planning department allocates millions of dollars each year to public agencies and community partners to help create more vibrant and livable communities. Safety, or safe and vibrant neighborhoods, is often referenced as a desired outcome, however “safety for whom” or “safety defined by whom” is not typically included. More recently, funding programs have begun to expand guidance and resources to acknowledge the need for community defined and created safety. Additionally, more programs are explicitly linking activities and methods to advancing racial equity.

Examples

- **SRTS Back to School Toolkit** – A recent toolkit include guidance for partners (schools, families) on personal safety/security/dealing with harassment, with guidance to NOT call the police, unless the person being harassed says it is ok. The

toolkit advises to “consider incorporating personal security concepts into safety lessons in addition to addressing traffic safety, as some students may be traveling without adult supervision and may face hate or discrimination while traveling.”

- **SRTS Back to School Toolkit** – Includes guidance for partners (schools, families) on partnering with police: "At this time, we do not recommend partnering with police to ensure that all families feel welcome and safe."
- **Community placemaking “What to expect if you are awarded a community placemaking grant” handbook** – invites community members to reflect on “what safe spaces means to your community” as one way to measure success. The community placemaking program is an example of a community driven program, co-developed with community members.
- **Community placemaking grants** – Provide an example of a process that encourages community trust – many people hear about the program through word of mouth. Incarceration and police violence is an important topic that consistently comes up from community.
- **Affordable Housing and Supportive Housing Services program** – these programs are grounded in policies and approaches that advance racial equity.
- **Stakeholder engagement** – The planning department is increasingly seeking out opportunities to engage with and hear from people in communities affected by income and housing instability and homelessness, and Black, Indigenous and other people of color (BIPOC) community members, with the intent of having plans, policies and resources reflect the needs and desires of these different communities, including what safety looks and feels like.

Impact

- Different communities define safety in different ways. Regional funding programs that ask communities to consider “what safe spaces mean to your community” or acknowledge the unsafe relationship some communities have with police supports communities to define safety for themselves.
- Metro has an opportunity to respond to community interest in transformational action and healing around incarceration and police violence through grant and funding allocated by Metro.
- Placemaking, land use and transportation investments in the field of urban planning has, historically, intentionally and unintentionally, attempted to erase Black places to create places that center comfort and safety of White people. Fully recognizing this history and the power of investment to destroy and create places, provides opportunities for Metro to support communities to define safety and places for themselves.

Safe and Livable Neighborhoods for All? - Safety and security in land use and housing policies and plans

Safety, equity and livability are at the heart of most Planning and Development programs, policies and investments. Some programs and policies directly address the impact of the carceral system on safety and livability and equity, other policies refer to the use of

enforcement to maintain safety. However, most recent policies and plans are explicitly linking activities and methods to advancing racial equity.

Examples

- **Housing program “Emerging best practices to operationalize racial equity in affordable housing”** – provides a strong example of overall best practices and strategies that advance racial equity. Specific to reimagining policing and security, one best practice included is to “look beyond histories: Recognize that people of color are disproportionately impacted by the structural racism within the criminal justice system. Consider only recent or serious crimes that relate to the safety of the property and other tenants. Screen for criminal background only after applicant has met all other qualifications. Educate applicants on how to submit a reasonable accommodation request during the application process.”
- **2040 Growth Concept “Nature of 2040”** publication links unmanaged growth with deteriorating public safety. “Metro’s population projections showed that Our public services such as utilities, public safety and transportation systems would also be stretched beyond capacity.”
- **Supportive Housing Services draft policy overview, protecting incarcerated tenants** – “Temporary vacancy: The rent contract will be maintained for up to 180 days if the tenant is temporarily out of the unit (e.g. confined to a nursing home, hospital, inpatient treatment or incarcerated). Accommodations beyond 180 days will be at the discretion of the program and may include options to be placed at the top of the list when the tenant returns or is released.”
- **Supportive Housing Services Program** - Potential space in the Tri-County advisory body to facilitate a regional dialogue around safety and housing.
- **Property management and security** –There is a growing need in the Transit Oriented Development and housing programs for access to best practice and guidance for culturally responsive security for properties and spaces that Metro either directly operates, or to provide to partners.
- **Code enforcement** –Historically and to this day, code enforcement has been used to basically police people of color out of neighborhoods. Metro plays a significant role setting the framework for land use and transportation policy and codes. Metro has the ability to influence the approach of local jurisdictions by supporting best practices. Portland’s Bureau of Development Services, for example, is changing enforcement strategies for better outcomes in terms of racial equity and community empowerment.
- **Data neutrality** – There is a growing awareness that the collection, analysis and use of data is not neutral, and in fact there is a long history of data that ignores, purposefully excludes, and is used to oppress people of color, people with low income and other groups. Metro data, for example, has had data requests from law enforcement to defend against reports of racial profiling.

Impact

- Urban and regional planning has historically centered the safety and comfort of White people. When safety, and safety for whom, is not explicitly defined, references to ‘safe and livable neighborhoods’ can be assumed for safety for White people and

neighborhoods, as in the well-known “broken window” theory of crime that has influenced placemaking in cities, including the Crime Prevention Through Environmental Design approach.

Safe and Livable Streets for All? - Safety and security in transportation policies and plans

Safety, equity and livability are at the heart of most of the planning department programs, policies and investments. Some programs and policies directly address the impact of the carceral system on safety and livability and equity, other policies refer to the use of enforcement to maintain safety. Most plans, policies and programs refer to safety in a general sense and do not define safety for whom, or defined by whom. However, most recent policies and plans are explicitly linking activities and methods to advancing racial equity.

Examples

- **Engagement in Reimagine Oregon and TriMet’s Reimagining public safety on transit efforts** – Planning department staff and Metro leadership have been involved in two external efforts to reimagine safety and dismantle systemic racism in housing, transportation and land use. Involvement in these efforts is informing future policy and plans at Metro through the work of the Metro Reimagining Policing and Security project. Metro can directly and indirectly influence how TriMet approaches policing on transit.
- **Equitable finance in the 2023 RTP** – Planning staff account for a variety of local, state and federal revenue sources in developing the RTP, many of which rely on fares, fines and fees. Fare evasion, fees and fines are related to traffic enforcement. The 2023 RTP will also be looking at congestion pricing. RTP projects are anticipated to implement congestion pricing as a way to manage demand and provide investment revenues; equity and reduction of negative impacts to Black and low income populations from the enforcement of congestion pricing and associated fees will be considered.
- **Enforcement actions in the Regional Transportation Safety Strategy** – Policies and actions de-emphasize enforcement, but actions related to high-visibility and automated enforcement of high risk behaviors are included. Action 4.1 which does recommend targeted enforcement also recommends taking actions to reduce disproportionate impacts from racial profiling and fines. Safety Policy 1: References to “equitable enforcement” (which may be a misnomer).
- **Regional Transportation Plan Safety Policy** - “Individual and public security while traveling is an important part of transportation safety. Unlike serious traffic crashes, the problem of individual and public security is less well documented. However, fears for personal security are often raised by community members in the region. The greater Portland region has the highest reported number of hate crimes in the United States and the tragic, racially motivated attack on a MAX train in 2017 have highlighted that not all people in the region are equally safe and secure while traveling. People walking, bicycling and taking public transit can feel and be especially vulnerable.”

- **Regional Transportation Plan Safety Policy 8:** "Prioritize investments, education and enforcement that increase individual and public security while traveling by reducing intentional crime, such as harassment, targeting, and terrorist acts, and prioritize efforts that benefit people of color, people with low incomes, people with disabilities, women and people walking, bicycling and taking transit."
- **"Feeling safe and welcom" included in the Draft Mobility Policy and Draft Transportation System Management and Operations Strategy** – references to people feeling safe in addition to being safe on the transportation system are included, noting that not all people feel equally safe while traveling. Implied, though not specifically stated, is safe from harassment. Police are not referenced.
- **Creating safe streets - Designing Livable Streets and Trails guidelines** - "Streets and trails are welcoming, safe places for all people to use. Design elements such as lighting and culturally relevant public art and placemaking are used to deter crime and harassment. Activating streets and trails provides more eyes on the street and increases personal security" AND "Design for personal security: People of all races, genders, ages and abilities should feel safe from crime and harassment while using streets and trails. Unfortunately some people, especially people of color and women, can feel unsafe on some streets and trails."
- **Crime Prevention through Environmental Design (CEPTD) in Designing Livable Streets and Trails guidelines** – Use of CEPTD as a tool could be reexamined in light of its problematic relationship to broken windows policing and code enforcement.
- **RTO Racial Equity Research (May 2019)** - Questions refer to safety and feeling safe while traveling, but there are not specific questions related to safety and security with police, or defining what safe and comfortable means to people of different races.
- **Transit Policy 2, Regional Transportation Plan** - refers to the use of security cameras at transit stations. There are no policies on transit police.

Impact

- Transportation planning and investments has historically centered the safety and comfort of White people while intentionally and unintentionally excluding the Black experience and attempting to erase Black communities. When safety, and safety for whom, is not explicitly defined, references to 'safe and livable neighborhoods' or Crime Prevention through Environmental Design can be code for safety for White people and neighborhoods.
- Regional planning transportation investments and policies are made within the context of the broader society including police enforcement on streets and transit. Metro polices and investments can be levers to create change.

Call the Police? Personal and public safety during engagement events

Activities and events with the public, other agencies and community partners are a cornerstone of Planning and Development projects and programs. The department strives to create spaces that are safe for everyone. Understanding that interactions with police and

security can be unsafe for some people, there is growing awareness in the department that creating safe spaces requires policies, guidelines and thinking through activities and events that could potentially involve police or security. Planning and Development has some practices, policies and guidance in place that address safety in relation to security and police at Metro activities and events, and there is room expand in this area.

Examples

- **Metro Attire** – Planning department employees working at events or out in public (e.g. counting vehicles at a Park n’ Ride, trail counts, riding transit, tabling an event) may wear Metro attire (e.g. t-shirt, vest, name tags) that identify them as Metro employees and indicating to the public and police that ‘they are supposed to be there.’ There is no formal policy or practice related to this, however.
- **Bystander Intervention Training** – Planning department employees may opt to take a bystander intervention training and de-escalation technique trainings to learn how to intervene if another employee or member of the public is being harassed at public events, at work, or while traveling on the job. There is currently no requirement for this training.
- **Creating Welcoming Spaces Checklist** –Planning communications has developed a ‘living’ document with ways to create more welcoming, accessible and trauma-informed physical spaces. The checklist suggests avoiding places that have law enforcement present, and may be updated to include guidance on what to do in the event of a theft or disturbance, and when to call or not call the police.
- **Security or Police at Events** – There is currently no existing procedures related to asking prospective venues and community spaces about their security practices. P&D events at Metro facilities may have Metro security present.
- **Communications and Engagement intake form** – The form includes questions to prompt thinking carefully about communications and events, including how safety for all is approached.

Impact

- Lack of formal policy or practice regarding Metro attire, nametags, etc. could negatively impact Black employees who may be harassed on the job if police or members of the public assume ‘they are not supposed to be there.’
- Staff may not be prepared or trained to intervene or take other safety actions when they witness harassment or other dangerous behaviors while on the job.
- Staff may not have guidance or understanding on when it may not be appropriate to call police or security; this could lead to situations that put Black employees or community members in direct, unwanted contact with police or security.
- Lack of guidance on what to do in the event of a theft (e.g. of personal or Metro property) or a disturbance at a Metro event may lead to the default of calling the police. Calling the police may not be the safest solution for all involved.
- Presence of security or police at P&D events whether at Metro facilities or at other venues may make some employees and community members feel less safe.

WASTE PREVENTION AND ENVIRONMENTAL SERVICES

Waste Prevention and Environmental Services host a variety of touch points, ranging from episodic needs for crisis management to sustained relationships with law enforcement agencies to deepening investments in workforce development for people who have experienced incarceration. Touch points in this department are organized into five themes:

- Use of labor of incarcerated people
- Calling the police
- Relationships with law enforcement
- On-site security
- Levers for creating safety in communities

Use of labor of incarcerated people

This synthesis provides information for existing Waste Prevention and Environmental Services (WPES) contracts, including those currently on pause, and does not include a comprehensive list of how incarcerated labor has been used historically in WPES.

Examples

- **RID Patrol:** From 1993-2020, RID Patrol (Regional Illegal Dumping) relied primarily on incarcerated labor to provide cleanup services for garbage in public spaces and on Metro properties.
 - The use of incarcerated labor was paused in 2020 as decided by Metro leadership.
 - RID Patrol intends to continue to engage stakeholders on this topic and will develop an engagement strategy and timeline.
- **Litter collection:** Metro Central and Metro South Transfer Stations have intergovernmental agreements (IGAs) with Multnomah and Clackamas Counties for youth offenders to collect litter and the wages go toward restitution for the victim of the crimes they are convicted of.
- **Contracted staff:** MetroPaint has historically relied heavily on contracted labor for paint processing and additional aspects of the paint program that is sourced primarily from DPI Staffing which may include people with criminal records including incarceration. These contracted positions are not Metro FTE and are paid a lower wage and have access to fewer benefits.
 - In July 2021, a budget amendment was approved to create 12 Metro FTE positions that were formerly contracted positions, and that recruitment will begin in October 2021.
 - WPES is evaluating its use of contracted labor, including DPI staffing going forward.

Calling the police

WPES programs may contact police departments or refer customers to local police for a myriad of reasons on an as needed basis.

Examples

- **Criminal activity:** Police are notified of criminal activity at Metro sites (e.g., trespass, DUII at Metro facilities, burglary, etc.) and vehicle accidents, hostile customers, accidents with injuries, and fires.
- **Referrals for disposal:** Recycling Information Center (RIC) may refer callers to local police stations for disposal of firearms, pharmaceuticals, and sharps.
- **Disposal support:** Hazardous waste consults and collaborates with Metropolitan Explosive Disposal Unit through Clackamas County Sheriff's Office for final management and disposal of dangerous and unstable chemicals and explosives as needed.
- **Alarm/site security:** MetroPaint has an alarm permit with the police bureau and a monitoring company. If the alarm is triggered after hours managers receive a phone call and discuss options with the alarm company. One option is to send police to check on the property.

Relationships with law enforcement

WPES (RID) holds contracts (IGAs) with local law enforcement for two officers to conduct investigations related to illegal dumping, theft of services, failure to pay at transfer stations, failure to comply with transfer station conduct rules and serve exclusion notices, monitor for flow control and other solid waste related investigations. These officers are on contract with RID within the Community Services and Education division, but they also support Policy & Compliance and Garbage Recycling Operations. In addition, other WPES programs may coordinate with local law enforcement for educational events (such as National Night out) or investigating alleged violations of Metro Code.

During contracting and recruitment of law enforcement officers, RID Patrol establishes values, expectations and code of conduct for potential officers joining the team. Each potential candidate is vetted with Metro staff, the candidate's command staff and external partners to ensure they will meet expectations; especially when working with vulnerable communities, providing safety and security to staff and public during cleanup activities, and engaging with the public and businesses when investigating dumping incidents and other solid waste related matters, and with the houseless community to provide assistance and connect to services. The law enforcement partners on RID Patrol provide a known entity for responding versus relying on calling 911 and not knowing what sort of response you may receive or the ability to set expectations. In the past when contacting local law enforcement for assistance either through 911 or direct contact, we have experienced mixed results; some great responses but also local law enforcement not responding or refusing to respond to our request for assistance or conducting the response in a manner that does not align with our values and expectations.

Examples

- **RID Patrol officers:** These officers accompany Metro RID Patrol staff when posting camp cleanup and movement notices located on Metro property. The officers are present to provide support in case of security or safety issue for anyone present including Metro staff, houseless community, partners and general public as needed. Often the locations are in wooded areas without cell service. The posting and cleanups of are regulated by ORS Chapter 203; Metro enforces Title X and Metro developed revised camp movement guidelines during COVID. During cleanups officers have:
 - Deescalated dangerous situations when a person was having a mental health crisis and threatening physical assault with weapons present
 - Connected houseless community members to resources and social services
 - Helped a severely injured Metro staff person quickly get from a remote area to the emergency room for medical treatment.
 - Facilitated conversations with a person's parole or probation officer to remedy an issue, and otherwise provide support and information that RID Patrol staff don't have knowledge, experience of or access to.
- **Solid waste investigations:** The officers assigned to RID Patrol conduct solid waste investigations such as investigating evidence associated with an illegal dumping incident with Community Services and Education's RID team, incidents where customers fail to pay their disposal costs at the transfer station with the Garbage and Recycling Operations team; and investigate disposal activities to ensure proper disposal and payment of fees and taxes with the Policy and Compliance team. The partnership with law enforcement provides additional access to information that is only accessible to law enforcement.
- **Camp clean up:** RID Patrol provides camp cleanup support and disposal services to local government partners which often involves local police department, either directly through the IGA or indirectly through the government partners. Under these IGAs the role of RID Patrol is to remove and dispose of any trash and unwanted items. All other actions are carried out by the IGA partner.
- **Dump sites:** RID Patrol often coordinates with local jurisdictions to respond to large or challenging dump sites. Coordination sometimes involves local law enforcement agencies if there is known or suspected criminal activity. RID will provide cleanup services once any criminal investigation is complete. Sometimes the local law enforcement agency will participate in the cleanup by providing equipment (such as Gators or ATVs), assist in the cleanup activity or might otherwise be the lead coordinator with a cleanup effort.
- **Traffic control:** When a dumpsite is located near a busy road or intersection, or traffic needs to be blocked or rerouted to safely access and cleanup dumped garbage RID Patrol staff will seek traffic control assistance from our RID Patrol assigned officers. In some cases, we will reach out to local law enforcement for traffic control support.
- **Outreach:** Outreach at community events like National Night Out, which is organized by local police departments.

- **Code violations:** Metro staff coordinates with other agencies, including law enforcement, when investigating alleged violations of Metro Code – could include civil or criminal enforcement of environmental laws.
 - Law enforcement may accompany inspectors for DEQ investigations/inspections when safety concerns and could include Metro inspectors and collaboration.
 - Code enforcement in some jurisdictions (i.e. Hillsboro) is embedded in police department and referrals/complaints may come in this way and Metro inspectors coordinate with local jurisdiction
- **External coordination:** Metro is a paying member of Western States Project, a consortium of government agencies (including law enforcement) involved in regulatory, civil, and criminal enforcement of environmental laws.
- **Fee waivers for dangerous and illegal items:** Non-system license and regional system fee and excise tax exemption for contraband (drugs, guns, etc.) Metro Code 5.05.050(c) in order to assure public safety or for the public good.

On-site security

WPES employs some security guards and Metro staff interact with security guards employed by other facilities. On-site security has historically centered the safety and comfort of white people. WPES is seeking to increase security at its transfer stations, in particular, at Metro South, in response to the increased hostility customers are directing at staff, particularly staff of color.

Examples

- **Transfer station security:** Currently security at Metro Transfer Stations is subcontracted by the contracted operator, Recology for 24/7 security presence. This is already expected to change because WPES is submitting a November 2021 budget request for 5 FTE security staff to replace contracted security with Metro FTE.
- **Staff interactions:** WPES staff interact with on-site security through a variety of ways including:
 - Front desk security at Metro Regional Center
 - Educators regularly interact with park ranger/zoo security/school security.
- **Load inspection:** Facilities regulated by Metro issued solid waste facility licenses are required to provide access to the facility for uncovered load inspection
 - Licensees must allow authorized representatives of Metro (including law enforcement personnel on contract to Metro) to have access to the facility premises for the purpose of contacting individuals that are observed transporting uncovered loads on public roads in violation of Metro Code 5.09.040.
- **Staff experiencing harm:** WPES staff at various locations have reported experiencing hostility and harm from service users, some of which was racially motivated. These events are occurring mostly at the transfer stations, though Recycling Information Center staff have also reported hostility and harmful comments from service users.

Levers for creating safety in communities

Waste Prevention and Environmental Services works to create community safety and prosperity through a variety of levers, namely through how they invest in communities through workforce development and how services are provided to communities with low access to critical waste disposal services.

Examples

- **Workforce Transition:** The development and expansion of the RID Patrol workforce transition program. The workforce transition program prioritizes people impacted by incarceration and law enforcement, corrections, parole, and probation in addition to CBOs and other stakeholders as part of the development of programming, services, and pathways into and from the workforce transition program; and pathways or connections from law enforcement and corrections to CBOs and other program partners.
- **Garbage services for houseless individuals:** RID Patrol's Metro bag program works with outreach workers, social services, CBOs, local jurisdictions and law enforcement agencies to provide access to garbage services. The bags are not used to move people or to conduct a cleanup. The bag program's purpose is to be used by houseless community members to access trash services and the ability to clean up their living space.