



Metropolitan Police Department



An Inside Look at Policing in the Nation's Capital

Metropolitan Police Department | WASHINGTON, DC



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Building for Tomorrow



Leading with Compassion.

Reflecting on the many accomplishments of the Department this past year, Chief Robert J. Contee III is reminded of the tremendous responsibility our members have in serving others. Policing in our nation’s capital is a privilege, and MPD’s passionate workforce has fostered strong relationships with our community that serve as building blocks for a vibrant city. While he is proud of the progress we have made and excited to share with you our 2022 achievements, the Chief is equally enthusiastic about the agency’s potential in the coming year.

“ I am reminded of the tremendous responsibility we have in serving others. Policing in our nation’s capital is a privilege, and MPD’s passionate workforce has fostered strong relationships with our community that serve as building blocks for a vibrant city.

”

Message from the Chief

Taking this moment to reflect on this past year, I can’t help but feel humbled and grateful for the opportunity to lead the men and women of the Metropolitan Police Department. We have been charged with the responsibility of serving the residents and visitors of Washington, DC. The mission of upholding public safety is our number one priority, and one that we relentlessly pursue with an unwavering passion. This work can be challenging, but also some of the most rewarding.

Our agency’s *Vision 2025* initiative has encouraged us to be more focused, impactful, innovative, and engaged not only with our communities, but also in the way we conduct everyday operations. I encourage you to explore the many MPD community-focused initiatives and agency



highlights outlined in our year-in-review publication.

Receiving the Congressional Gold Medal, Congress’s highest honor ever bestowed on a law enforcement agency, was a proud career moment for many of our members, myself included. This experience is just one example of the countless heroic acts I have witnessed in my time here at MPD, and

I am excited to have shared it with our officers.

To our fellow Washingtonians: Policing in our nation’s capital cannot be done without your support and advocacy ... only by working hand in hand can we make this city safer for all. The number of cases we have been able to close, the families we have been able to help heal, and the crimes we have been able to prevent with your help have demonstrated the change we can make together. I am confident in our continued success as we build upon these relationships and find new ways to solve problems as a unified force. I appreciate your support and am excited by your enthusiasm!

A handwritten signature of Robert J. Contee III in black ink.

“ Policing in our nation’s capital cannot be done without your support ... the families we have been able to help heal, and the crimes we have been able to prevent with your help have demonstrated the change we can make together.

”

Leading from the Front

EXECUTIVE TEAM



ROBERT J. CONTEE III
CHIEF OF POLICE

The Chief of Police serves as the Chief Executive with responsibility over the Department, including planning and managing its operations and personnel, to accomplish the agency's mission



ASHAN BENEDICT
EXECUTIVE ASSISTANT CHIEF OF POLICE

The Executive Assistant Chief serves as the agency's uniformed second-in-command and provides key support and management to each of the operational areas of the organization.



LEEANN TURNER
CHIEF OPERATING OFFICER

The Chief Operating Officer provides oversight of the agency's budgetary, technical services, internal affairs, and other broad administrative functions of the organization.



MARVIN "BEN" HAIMAN
CHIEF OF STAFF

The Chief of Staff is responsible for all personnel, legal, and communication services and coordinates priorities and implementation of initiatives across the agency.



MORGAN KANE
ASSISTANT CHIEF, PATROL SERVICES NORTH

Provides executive command leadership for MPD's patrol operations in the northern portion of the city, including the Second, Third, Fourth, and Fifth Districts.



ANDRE WRIGHT
ASSISTANT CHIEF, PATROL SERVICES SOUTH

Provides executive command leadership for MPD's patrol operations in the southern portion of the city, including the First Sixth, and Seventh Districts.



LESLIE PARSONS
ASSISTANT CHIEF, INVESTIGATIVE SERVICES

The Investigative Services Bureau works with the community to solve crimes, helps bring offenders to justice, supports the recovery of victims, and protects witnesses.



JEFFERY CARROLL
ASSISTANT CHIEF, HOMELAND SECURITY

The Homeland Security Bureau integrates intelligence and operational functions to ensure that the District is well protected and that the government works to prevent and is prepared to respond to threats and critical incidents.



WILFREDO MANLAPAZ
ASSISTANT CHIEF, INTERNAL AFFAIRS

The Internal Affairs Bureau acts as the guardian of the Department's reputation and is charged with the accountability, implementation, and maintenance of its anti-corruption programs.



STUART EBERMAN
ASSISTANT CHIEF, TECHNICAL & ANALYTICAL SERVICES

The Technical and Analytical Services Bureau oversees all information technology services used to support innovative policing operations and public safety, as well as the agency's fleet, facilities, and equipment and supplies.



MICHAEL COLIGAN
ASSISTANT CHIEF, PROFESSIONAL DEVELOPMENT

The Professional Development Bureau's scope captures all segments of a member's career — from recruiting, training, promotion, and discipline to HR services.



PAMELA WHEELER-TAYLOR
ASSISTANT CHIEF, YOUTH & FAMILY ENGAGEMENT

The Youth & Family Engagement Bureau works to strengthen MPD's community relationships, including with school-aged children, through outreach programs and school security initiatives and investigations involving children who are the victim of crime.

Leading from the Front

EXECUTIVE TEAM (CONTINUED)



DANIEL HICKSON
SENIOR ADVISOR TO THE CHIEF OF POLICE



MARK VIEHMEYER
GENERAL COUNSEL



MAUREEN O'CONNELL
DIRECTOR, POLICY & STANDARDS



KELLY O'MEARA
EXECUTIVE DIRECTOR, STRATEGIC CHANGE



PAMELA SMITH
CHIEF EQUITY OFFICER



DUSTIN STERNBECK
DIRECTOR OF COMMUNICATIONS

PATROL LEADERSHIP



TASHA BRYANT
COMMANDER, FIRST DISTRICT

Tasha Bryant began her career with MPD in 2004 as a patrol officer in the Fourth District. While there, she received the Patrol Service Area of the Year Award twice and Community Officer of the Year award in 2008.



DUNCAN BEDLION
COMMANDER, SECOND DISTRICT

Duncan Bedlion began his career with the Metropolitan Police Department in 2005. Among other assignments, he was given responsibilities for the growing Nightlife Units and later the Homeland Security Bureau.



JAMES BOTELER
COMMANDER, THIRD DISTRICT

James Boteler began his career as a patrol officer in 2002. He has been the recipient of both the Sergeant of the Year and Captain of the Year awards.



CARLOS HERAUD
COMMANDER, FOURTH DISTRICT

Carlos Heraud joined the MPD in 2003. He proudly served in the United States Marine Corps for five years before joining the force.



SYLVAN ALTIERI
COMMANDER, FIFTH DISTRICT

Syovan Altieri joined MPD in 2000. During his time as a patrol officer in the First District, he regularly conducted foot, bike and vehicle patrols. In 2002, he served as an Investigator with the 1D Focused Mission Team, where he worked on a number of undercover cases.



DARNEL ROBINSON
COMMANDER, SIXTH DISTRICT

Darnel Robinson began his career with the MPD in 2003. He has received numerous awards and recognitions during his career. He is also a member and previous coordinator of the Metropolitan Police Department's Ceremonial Honor Guard.



JOHN BRANCH
COMMANDER, SEVENTH DISTRICT

John Branch has almost three decades of experience with the MPD, beginning his service in 1993. In 2018, he was selected to serve as a captain in one of six Summer Crime Prevention Initiative areas.



Leading from the Front

COMMANDER JASON BAGSHAW
DIRECTOR CARL BROWN, JR.
INSPECTOR MICHELLE CARON
CIO DAVID CLOW

COMMANDER SEAN CONBOY
DIRECTOR KATHLEEN CRENSHAW
ALEXA DANIELS-SHPALL
DEPUTY CIO ASHIS DASGUPTA

COMMANDER KIMBERLY DICKERSON
COMMANDER RALPH ENNIS
INSPECTOR PETER FRENZEL
WANDA GATTISON

COMMANDER DANIEL GODIN
DIRECTOR BERNIE GREENE
COMMANDER RANDY GRIFFIN
COMMANDER JOHN HAINES

METROPOLITAN POLICE DEPARTMENT AN INSIDE LOOK 2022



Leading from the Front

DIRECTOR GREG HESTER
INSPECTOR DAVID HONG
DIRECTOR HOBIE HONG
CAPTAIN PAUL HREBENAK

DEPUTY CIO WALDO JOHNSON
DEPUTY CIO ROHIT JOHRI
INSPECTOR JOHN KNUTSEN
COMMANDER RAMEY KYLE

DIRECTOR DR. DEIDRE MAGEEE
INSPECTOR LASHAY MAKAL
COMMANDER RALPH MCLEAN
DIRECTOR MATTHEW MIRANDA

DIRECTOR CAROLYN MONTAGNA
COMMANDER GUILLERMO RIVERA
INSPECTOR ASHLEY ROSENTHAL
ANGELA SIMPSON

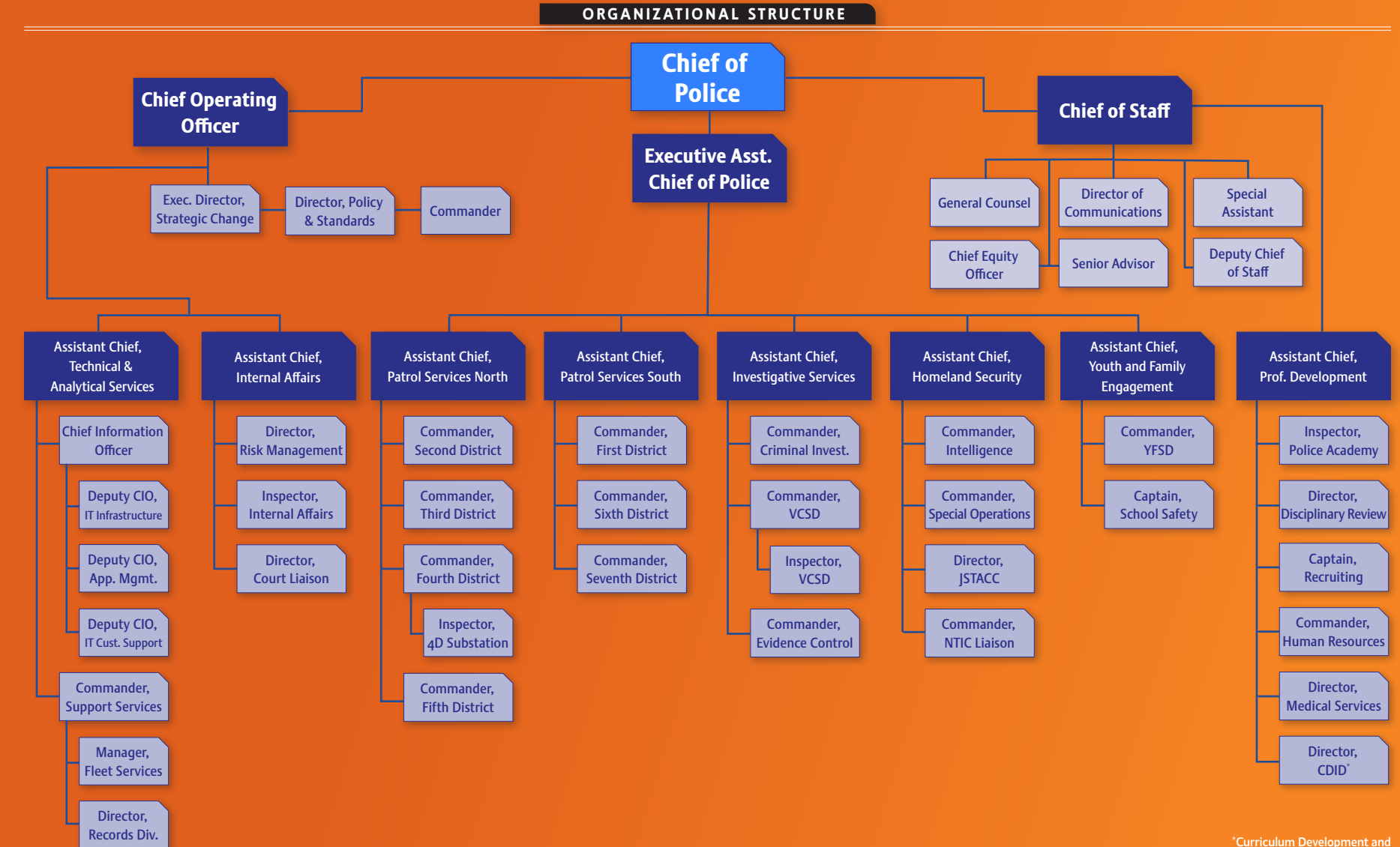
METROPOLITAN POLICE DEPARTMENT AN INSIDE LOOK 2022



*Violent Crime Suppression Division
†Joint Strategic and Tactical Analysis
Command Center



Leading from the Front



*Curriculum Development and Instructional Design Division

METROPOLITAN POLICE DEPARTMENT **AN INSIDE LOOK 2022**



About the Police Districts and Police Service Areas

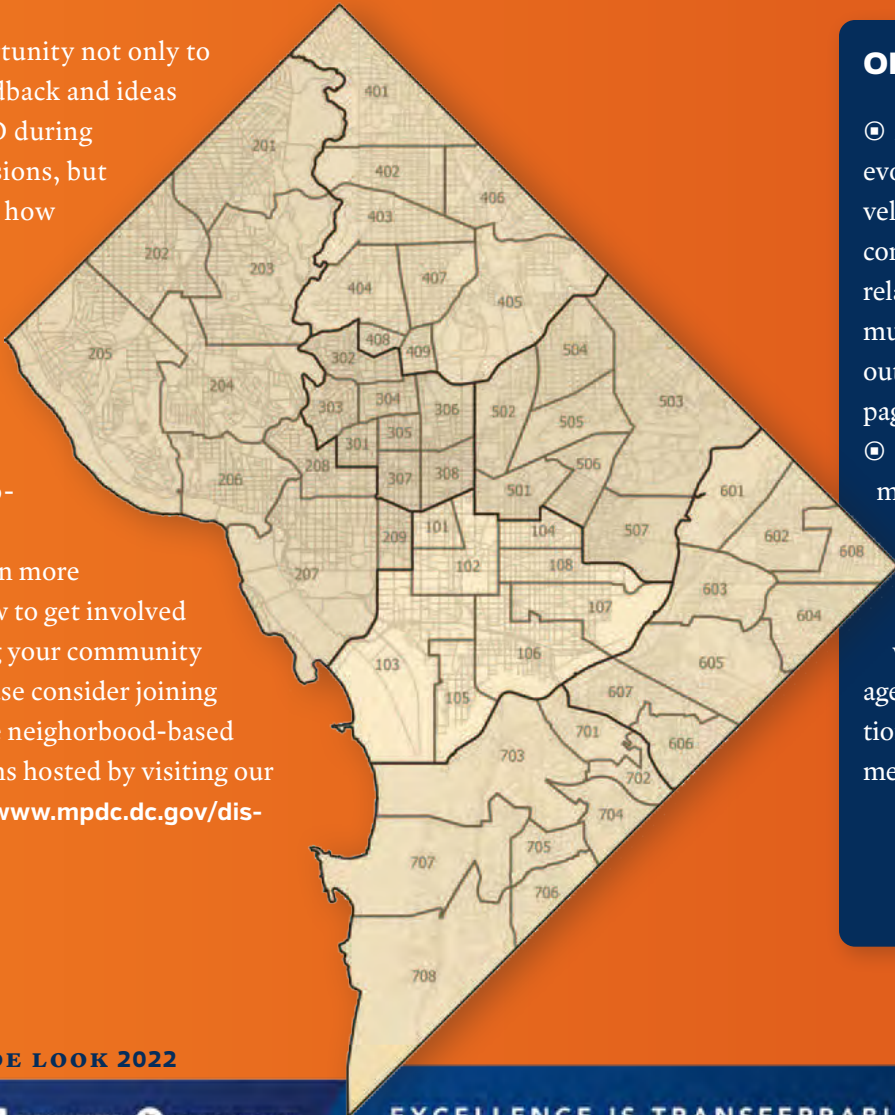
There are seven police districts in Washington, DC, and each police district is divided into three sectors, which are groups of Police Service Areas (PSAs). There are 57 PSAs in the District of Columbia. Each police district has between seven and nine PSAs.

Every resident lives in a PSA, and every PSA has a team of assigned police officers and officials. Through regularly-scheduled meetings, residents have the opportunity to get to know their PSA team members and learn how to work with them to address crime and disorder in their neighborhoods.

In each PSA, we hold regular meetings open to our residents, business community, and other stakeholders. We encourage our communities to take advantage of

the opportunity not only to share feedback and ideas with MPD during these sessions, but also learn how we can all contribute to the larger public safety ecosystem.

To learn more about how to get involved in making your community safer, please consider joining one of the neighborhood-based discussions hosted by visiting our website (www.mpd.dc.gov/discuss).



OF NOTE

- ⦿ As our agency grows and evolves, we continue to develop new and better ways of communicating and building relationships with the communities we serve (see the outreach section beginning on page 38 for details)
- ⦿ MPD is a leader in community policing and works to solve issues using a multi-pronged approach that includes partnerships with residents, other city agencies, nonprofit organizations, and other law enforcement agencies

SOME KEY STATS



671,803

Population of DC
(as of July 1, 2022)



64

Square Miles
(Total Area of City)



542,124

Total Calls for Service



3,389

Total Sworn Members



654

Total Professional Staff



2,604 : 785

Male : Female Sworn





“

We were confronted by individuals engaged in heinous behavior, with the intent of causing us harm and destroying our democratic process. We did not give up or give in, and yes, we were vastly outnumbered, but we were determined.

Exhausted and injured, it was our blood, our sweat, and our tears that marked these very grounds and we endured this without reluctance. MPD’s response was powerful and inspirational, and I am so proud of our work that day and every day as the Chief of Police in our nation’s capital.

”

—Chief Robert J. Contee III

An Extraordinary Presentation *for an Extraordinarily Trying Day*

On December 6, 2022, the Congressional Gold Medal was awarded to members of the Metropolitan Police Department in honor of “the Service and Sacrifice of Those Who Protected the US Capitol on January 6, 2021.” On that day, thousands of rioters launched a violent assault at the United States Capitol in an effort to halt the counting of electoral ballots. MPD members were called upon to protect the US Capitol and members of Congress, and through their bravery and heroism, restored order to our democratic

process. The Congressional Gold Medal was awarded to our members who answered the call during an unprecedented attack on our democracy and recognizes the lingering scars and trauma from that day. The first responders who secured the Capitol on January 6th ensured that democracy prevailed.



OF NOTE

During that tumultuous and historic day:

65 INJURIES

⦿ MPD members who sustained documented injuries from the ongoing assaults aimed at police who were defending democracy.

1,000+ MEMBERS

⦿ MPD members who were on the grounds of the US Capitol at the height of the incident, and an additional 250 were in the area to directly support the response.

5 HOURS

⦿ How long it took to secure the US Capitol and clear the mob, making it safe for lawmakers to continue the counting of electoral ballots.

8 ASSISTING AGENCIES

⦿ How many outside law enforcement agencies assisted with the law enforcement response.

METROPOLITAN POLICE DEPARTMENT **AN INSIDE LOOK 2022**



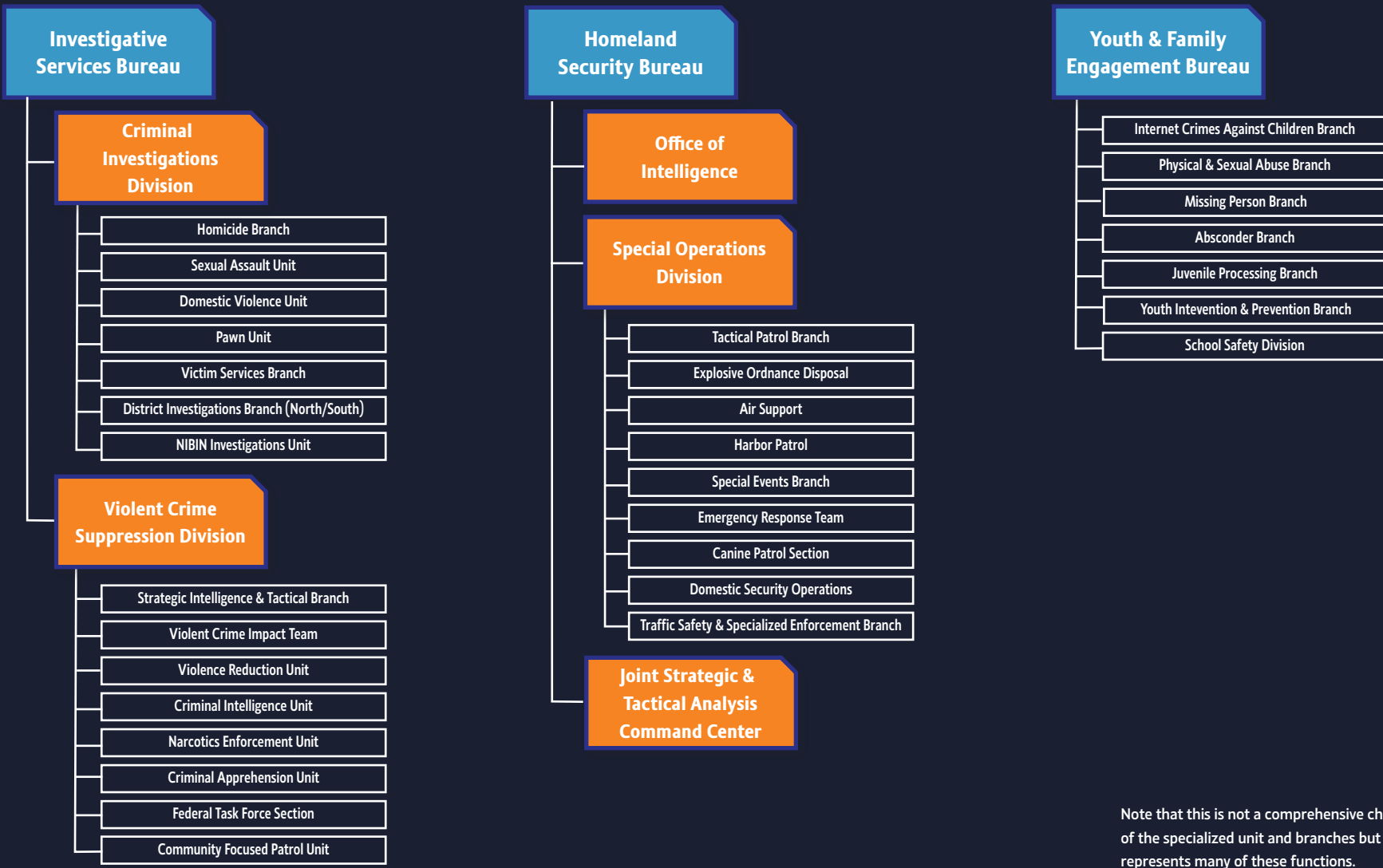
SPECIALIZED UNITS

In law enforcement, each encounter with the public is different, presenting unique challenges and offering countless possibilities. In order to match the agency’s response to the needs of each situation, some functions are handled by specialized units, such as those you will learn about in the following section. As an urban law enforcement agency, MPD handles a wide range of events and activities on a daily basis — from traffic crashes to river rescues, First Amendment protests to carjacking and robbery sprees and everything in between. The professional men and women assigned to the special units described here manage these incidents and provide the highest level of service.

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ORGANIZATION OF THE Operational Specialized Units & Branches



Note that this is not a comprehensive chart of the specialized unit and branches but represents many of these functions.

SPECIALIZED UNITS

All in a Day: Making *the* Difference, Often Behind *the* Scenes

Many modern police departments have evolved to address the changing needs of society — through enhancements in technological capabilities, additions of special personnel and resources, or specialized training to fit a unique problem. The Metropolitan Police Department has also worked to continuously improve over time and develop a structure to ensure it is prepared to handle every type of incident it may encounter. Because of the city’s unique role as a city, state, and federal enclave and the seat of American government, the MPD has additional responsibilities and can perform functions that perhaps no other agency must. The following pages describe some of the various functions that set the agency apart in its capacity to quickly devote resources

to everything from a traffic accident near a restaurant to bomb threats at a synagogue to providing protection for the President’s trip down Pennsylvania Avenue to give the State of the Union.

Besides the higher-profile roles our agency can play, the men and women of the Metropolitan Police Department also devote equal attention to daily matters most residents might be more familiar with, such as helping reunite a family member who has been separated during a large event on the National Mall, locating a stolen vehicle, or investigating a sexual abuse case.

On our rivers and waterways, the Harbor Patrol keeps a vigilant watch during the city’s massive Fourth of July celebration, while Canine Patrol teams search for explosives before every event at the Capital One Arena

or Nationals Park. Traffic safety investigators work hard to determine those responsible for hit-and-run crashes and other serious incidents.

The city’s school-aged children can take comfort in knowing that their schools are monitored for potential violence and MPD is ready to respond if the unthinkable becomes reality.

Teams of people with specialized skills do work behind the scenes to protect the city’s critical infrastructure, working with federal partners to ensure the city is prepared in the event of threats to the homeland or democracy itself. Intelligence units gather important information to inform tactical plans and contingencies for all manner of scenarios during special events such as large concerts, First Amendment gatherings, or the Inauguration of the President every four years.





SPECIALIZED UNITS

Working *with* Our Partners *to* Stem Traffic Deaths

Vision Zero is a global movement that sees traffic-related deaths and serious injuries as unacceptable and makes traffic safety the highest priority for transportation systems.

It was launched in the District of Columbia in 2015 to inspire and transform DC's roadway safety efforts, with a goal of zero fatalities or serious injuries on DC streets. The Metropolitan Police Department partners with the District Department of Transportation (DDOT)'s Highway Safety Office on traffic safety enforcement. The program is supported in part by funding from the National Highway Traffic Safety Administration (NHTSA).

Grant funding from the DC Department of Transportation supports

activities that reduce impaired driving and speeding, and increase seatbelt and child restraint use, as well as promote pedestrian and bicyclist safety.

MPD conducted over 300 hours of overtime to support the Vision Zero movement. The warnings, citations and traffic-safety related arrests helps reduce the risk of traffic incidents and

crashes due to impaired drivers on the city's roadways. In 2022, the MPD issued 72,946 Notices of Infraction (NOIs), which included moving, parking, and warning tickets. Of the 2,042 traffic-related arrests, 627 were for impaired driving.

Regional campaigns like Operation Crash Reduction and Street Smart focus on driver, pedestrian and bicycle safety. MPD also partners with law enforcement agencies in neighboring jurisdic-

tions for border-to-border enforcement along the DC-Maryland border.

In support of the national "Drive Sober or Get Pulled Over" campaign, MPD, DDOT, and the Washington Regional Alcohol Program (WRAP) partnered with local DJs who drank alcohol during their on-air radio show to demonstrate how increased levels of alcohol in the system can negatively affect judgment and driving.

Precious Cargo Child Passenger Safety — MPD supports the District's child passenger safety program by providing free car seats and installations by a certified technician. During the COVID pandemic, until July 2022, MPD was the only DC agency that provided in-person inspections to parents and caregivers in the District. Since then, DC's Department of Transportation has resumed its inspections.



NOW THAT'S SOME HIGH VISIBILITY

Through high-visibility overtime enforcement saturated patrols, MPD's enforcement program has contributed to making the District roads safer for all users. During CY2022, MPD conducted 292 overtime tours, resulting in:

- ⦿ 3,245 warnings
- ⦿ 12,575 citations
- ⦿ 160 traffic-safety related arrests.



Carjacking Task Force: Combating a Persistent Problem

The Carjacking Task Force was formed in January of 2021 to combat the rise in carjacking offenses that the District was experiencing at the time. In February of 2022, the Carjacking Task Force began a collaboration with Prince George's County [Maryland] Police Department that has made both jurisdictions safer. The Task Force investigated over 760 offenses in the District of Columbia in 2022, going beyond carjacking and auto theft offenses to investigate pattern robberies, bank robberies, establishment robberies, and kidnappings. The Task Force currently consists of 12 dedicated members — one sergeant and 11 detectives — who work tirelessly to bring robbers and carjackers to justice.

The Task Force also works closely with the Washington Area Vehicle Enforcement Task Force, the FBI,

the ATF, and other law enforcement partners to investigate these offenses, which sometimes involve suspects committing multiple crimes in different jurisdictions. The Task Force began 2022 investigating a rash of Establishment Armed Robberies and Armed Carjackings in the District and Maryland that, by March 2022, would total 24 cases across DC, Prince George's County, and Montgomery County, in Maryland. The Carjacking Task Force and their law enforcement partners were able to link these 24 cases to three offenders, all of whom were apprehended.

The Task Force's investigations have led to apprehensions of suspects wanted for Homicide, Assault with a Dangerous Weapon, Carjacking, Robbery, and more. Their dedicated work has made the District a safer place for all who live and work here.

OF NOTE

The Carjacking Task Force's work has resulted in:

104 CARJACKING ARRESTS

© Sixty-six percent of them involved juveniles.

51 INCIDENTS CONNECTED

© These offenses can be traced back to just six offenders, all of whom were arrested.

1 ADORABLE DOG RESCUED

© In April 2022, the Task Force had an armed robbery case in which a bulldog named Pablo was taken. Thanks to the Task Force's efforts, Pablo was recovered and reunited with his family.



Canines Helping Officers Get *the* Job Done

The Metropolitan Police Department's Canine Patrol Unit (CPU or K-9 Unit) has a variety of missions, which include tracking and apprehending suspects, drug detection, firearms detection, and explosive ordnance detection.

MPD canines typically include patrol-related functions and the detection of firearms and drugs. Canines also assist district units with foot pursuits, searches of alleys, buildings and wooded areas, and also assist our Youth and Family Services Division with clothing and other searches related to missing persons.

MPD's Canine Patrol Unit provides outside containment for the Emergency Response Team on barricades and also assists other Special Operations Division units with special events.

The Firearms detection program is a unique tool used by the MPD to get illegal weapons off the streets. Members of the Homicide Branch will frequently call upon the gun-sniffing dogs to locate additional firearms material on homicide scenes and the Violent Crime Suppression Division is grateful to have their support during search warrants or vehicle searches. K-9 Gun Dog Teams recovered over 100 firearms and thousands of pieces of firearms-related evidence (such as live ammunition and expended casings/magazines) in 2022.

Canine Patrol Unit members also routinely attend community events and school book readings and demonstrations with the MPD Cadet Corps and the Police Foundation's Junior Cadets.

A TEAM BUILT ON TRUST

Each canine team in the MPD consists of a handler and their canine partner. There are a total of 32 canine teams in the MPD — 27 teams are in the CPU and an additional five canine teams are in the Explosive Ordinance Disposal (EOD) Unit.

- 15 DUAL-PURPOSE TEAMS*
- 3 PATROL TEAMS
- 1 FIREARM DETECTION TEAM
- 1 BLOODHOUND TEAM
- 12 EOD TEAMS**

*11 Patrol/Firearm Detection Teams and 4 Patrol/Narcotics Detection Teams
 **7 assigned to CPU and 5 assigned to EOD Unit





SPECIALIZED UNITS

Emergency Response Team Brings *the* Hardware

The Metropolitan Police Department's Emergency Response Team (ERT) includes the Department's Special Weapons and Tactics as well as the Crisis Negotiator Team. In 2022, the ERT responded to and successfully resolved 25 barricade situations, served 23 high-risk warrants, and managed one active shooter event. All of this was accomplished with a minimum use of force. The ERT has also deployed to support 366 special events, parades, races, and dignitary movements.

While tactical deployment is a large component of the Emergency Response Team, community outreach and training is equally important. In 2022, the ERT attended 13 community events, including truck touches, back-to-school days, and National Night Out events. At these events, mem-

bers display their vehicles and other eye-catching gear, inviting visitors to tour the vehicles and learn more about the Metropolitan Police Department. The ERT also conducted 33 community awareness presentations about responding to active threat situations.



METROPOLITAN POLICE DEPARTMENT AN INSIDE LOOK 2022

Harbor Patrol Works *to* Keep DC's Waters Safe

The MPD's Harbor Patrol Unit (HPU) consists of 22 full-time members: 16 officers, three sergeants, one lieutenant, one Boat Registrar, and one Boat Mechanic. The HPU is responsible for river patrol enforcement, search-and-rescue, administrative recordkeeping, vessel registration and titling, aiding navigation, and boating safety education.

One of HPU's biggest priorities is boating safety. HPU utilizes an education-through-enforcement approach when engaging the boating community and while conducting boating safety inspections. During these inspections, the members educate boaters on the rules and regulations of the DC waterways and interact with the boating community in a positive manner.

HPU regularly works with the

DC Fire and Emergency Boat and the United States Coast Guard on water rescues and recoveries. All sergeants and officers are certified Divers and conduct dive operations in as deep as 60 feet of water. MPD's HPU is the only 24/7 dive team in the Washington region. The unit has 16 vessels, including jet skis, airboats, and high-performance center-console patrol boats.

The Harbor Patrol Unit also acts as the boating registrar for Washington, DC, and registers all vessels in the city. Members of the unit also conduct 8-hour boating safety classes at the harbor facility, free to the public. HPU regularly holds community-oriented events for residents and partners with many non-profit organizations and community outreach organizations throughout the city.

MAKING A SPLASH

The Harbor Patrol Unit does a lot of things throughout a typical year. Here's how members of the HPU divided their time this year:

16 BOATER SAFETY COURSES

2,412 VESSELS REGISTERED

40 COMMUNITY PRESENTATIONS

10 VEHICLE RECOVERIES

502 CALLS FOR SERVICE





SPECIALIZED UNITS

SOD Special Events Prepares, *the City Plays Host*

The Metropolitan Police Department's Special Operations Division (SOD) is responsible for planning, staffing, and executing all First Amendment demonstrations, special events, and dignitary escorts in the District of Columbia.

Many of the special events handled in Washington, DC, are not only significant in the number of people they attract, but they also gain national attention because they take place in the nation's capital. One such event is the annual Independence Day celebration. The Special Operations Division spends months planning and preparing for this event, which draws visitors from far and wide to celebrate the holiday by attending sporting events, watching performances, and revelling in the dramatic fireworks display above the National Mall.



On July 4, 2022, SOD coordinated, staffed, and handled four parades; provided security for an event at the National Archives; conducted a presidential escort; provided pre-game sweeps and security for a Washington Nationals game; and

aided in the security for "A Capitol Fourth," a live, nationally-televised fireworks show featuring music performances from world-renowned acts.

Successfully implementing an Independence Day plan requires

SOD to coordinate with numerous local, state, and federal agencies, including the DC Department of Public Works, the DC Department of Transportation, the DC National Guard, Virginia State Police, the United States Park Police, United States Capitol Police, and the United States Secret Service. SOD would not be able to accomplish its mission without the assistance of and relationships with all the law enforcement and public service agencies present in the District of Columbia.

In addition to working with agency partners, the SOD managed a large Civil Disturbance Unit deployment, an extensive traffic support operation, strict waterway restrictions, and an active shooter team deployment.

Violent Crime Suppression Division

The Violent Crime Suppression Division works with the community to keep District residents safe from illegal firearms, dangerous substances, and violent crime. They partner with federal agencies, including the Federal Bureau of Investigation, Drug Enforcement Administration, and the Bureau of Alcohol, Tobacco, Firearms, and Explosives to tackle hot spots and keep our streets safe for the people who live and work here.

The **Violent Crime Impact Team** employs multi-agency resources and an intelligence-led methodology to help investigate the source of violent crime. In January 2022, after a spate of fatal overdoses rocked the city, the team



raced to locate and remove dangerous substances from our streets before anyone else was hurt or killed. Ultimately, their thorough investigation led to the arrests of seven people—including the two targets of the investigation, who

both received multiple charges for their roles in distributing the fatal narcotics—and the recovery of substantial quantities of PCP and crack cocaine/fentanyl.

The **National Integrated Ballistic Information Network (NIBIN) Investigations Unit** has investigated all gun-related crimes in the District, assisted detectives with ongoing investigations, facilitated firearms trafficking investigations, and conducted RICO investigations into violent

street crews. They have coordinated all NIBIN-related matters with the ATF/MPD NIBIN site, triaging and tracking all NIBIN leads to apprehend violent offenders and get illegal firearms off DC's streets. The information they provide is key to reducing violent crime in the District. Learn more about this unit on page 113.

The **ATV Task Force** has employed standard patrol tactics to locate, disable, and seize numerous ATVs, effecting multiple arrests. When the Task Force learned of an end-of-summer ride-out of ATVs in August 2022, members used carefully-executed tactics to safely arrest two offenders, as well as recover 11 ATVs and an illegal firearm. Each apprehension the team has made has helped to minimize the risks ATVs pose to the public.

VCSD AT A GLANCE

540 FIREARMS

Illegal firearms recovered in 2022.

90 GHOST GUNS

Number of recovered guns that were “ghost guns.”

20 AUTO SWITCHES

Number of recovered handguns that were outfitted with automatic switches.

406 ARRESTS

Firearms-related arrests in 2022, with 58 percent being papered in DC Superior Court.



Connecting *with* Kids: The Youth *and* Family Engagement Bureau

The Youth and Family Engagement Bureau is committed to connecting with young people throughout the District of Columbia by removing negative perceptions of police officers, preventing youth recidivism by offering positive alternative activities, and reduce youth recidivism through a variety of support programs.

The **School Safety Division (SSD)** — which coordinates MPD resources related to school security and reduced its number of Resource Officers to less than 60 by legislative mandate in July — hosts a six-week Junior Police Academy that gives the District’s Summer Youth Employment Program participants an opportunity to learn more about how a police department operates. SSD also hosts a Spring Middle School Stars Camp, which is a four-day event where students aged

11–14 go on field trips and engage in outdoor activities with School Resource Officers.

The **Absconder/Recidivist Unit** supports programs that focus on three core elements: (1) They target people who are most likely to re-offend; (2) they use practices rooted in the latest research on what works to reduce recidivism; and (3) they regularly review program quality and evaluate how closely the program adheres to its established model. The Youth and Family Services Division (YFSD) created GOAL, a youth mentorship program designed to engage court-involved youth ages 8–17 and directed primarily to first-time offenders and juvenile recidivists. YFSD works with both the Department of Youth Rehabilitative Services and Court Services to support these efforts. GOAL activities include:

- ⦿ “Think Like a Queen” career day
- ⦿ Basketball games
- ⦿ Mentorship lunches
- ⦿ Vision board project
- ⦿ Resume writing
- ⦿ STEM career day workshops
- ⦿ Understanding anger management roundtable discussions
- ⦿ Home and school visits

The **Youth Intervention & Prevention Unit (YIP)** works to bridge the gap between youth and police, with the goal of changing their perception of law enforcement. YIP members connect with our local youth by proactively engaging with them and regularly hosting youth-focused activities that inspire creativity, enhance self-esteem, and build lasting relationships with young people throughout the schools and communities in the District of Columbia.

YIP PROGRAMS

- ⦿ **Youth Creating Change (YCC)** — an innovative youth development and public safety program aimed at decreasing youth violence and developing positive civic leadership skills.
- ⦿ **Reaching New Heights (RNH)** is a partnership between parents, youth, schools, and law enforcement to provide a structured environment for youth to grow their social skills and confidence.
- ⦿ **Summer Youth Academy** — an intensive prevention and intervention program designed to give boys and girls aged 5–13 social skills, self-esteem, teamwork and leadership skills, and respect for the law.
- ⦿ **Hype It Up/Honeybees** — programs for young men and women to help them build social and emotional skills and confidence.





SPECIALIZED UNITS

Reserve Corps: Volunteers Making *a Difference on the Street*

Founded in 1951, the Reserve Corps Division (RCD) is composed of 76 Reserve Police Officers who volunteer at least 24 hours every month. Reserve Officers serve in every police district and even in specialized units such as the Special Operations Division. In 2022, the Reserve Corps volunteered 20,038 hours, which is equivalent to a monetary contribution of \$1,011,518.24 (calculated at \$50.48 per hour, which factors in hourly pay and benefits that a career officer receives). During the summer of 2022, the Reserve Corps provided violent crime and robbery prevention coverage in the nightlife areas of the First,

Second, and Third Districts. Reserve Officers receive the same training that MPD career officers receive — they just complete the academy during the evening and on the weekend.

The Reserve Corps is looking forward to even more successes in 2023. The first Reserve Corps recruit class for the year started their academy training in January, and in spring 2023,

the Reserve Corps will launch their biggest campaign yet to attract new reserve recruits to the department.

Successes in 2022

- Two Reserve Officers were presented with the lifesaving medal for using a TECC kit to save a gunshot victim in the Third District.
- A Reserve Officer received an achievement medal for the recovery of a weapon and a significant amount of drugs.
- Two Reserve Officers were recognized for developing a software application to simplify the outreach-to-prospect day pipeline for career recruits.
- Six Reserve Officers received commendations from supervisors in 2022.



OF NOTE

Over Summer 2022, the Reserve Corps held 23 details in the District, focused on reducing robberies and violent crime. During these details, the RCD:

- All RCD officers participated, some on multiple deployments.
- Contributed 696 hours.
- Conducted 128 business checks, which involves greeting business owners on the beat.
- Handled 313 radio runs.
- Wrote 26 reports.
- Issued 134 notices of infraction.
- Made six arrests.



Reducing Violence Where We Play: *The Night Life Task Force*

The multi-agency Night Life Task Force was created in 2022 to engage community members and bring together resources in busy nightlife corridors. The task force, which was piloted throughout the summer months, implemented targeted strategies to increase safety in the identified nightlife corridors, with particular emphasis on reducing crime, addressing ATVs, enforcing traffic and parking regulations, and identifying gaps in staffing and resources. This collaborative effort focused on three major nightlife areas: the H Street, NE, corridor; the U Street, NW, corridor; and the Connecticut Avenue, NW, corridor. Since its inception on June 17, 2022, the Nightlife Task Force was



operational every Friday and Saturday night, and Sunday night on holiday weekends, from 9 PM to 4 AM, in 2022.

During this time frame:

- the H Street, NE corridor saw a 69 percent decrease in violent crime
- the U Street, NW corridor saw a 59 percent decrease in violent crime
- the Connecticut Avenue, NW corridor saw a 50 percent decrease in violent crime.

Additionally, the task force recovered a total of 96 firearms in these areas. This multi-agency approach has proven successful in its efforts to decrease crime in our nightlife areas. The MPD continues to evaluate our strategies to improve our approaches in combatting nightlife crime moving into the 2023 calendar year.



COMMUNITY OUTREACH

Making a connection with the people we serve is our fundamental job. Whether it's taking the extra time to check on a resident's well-being or grabbing a ball and starting a pick-up game of football with a group of neighborhood kids, our members work hard to build relationships with the District's diverse and ever-changing communities. Every interaction is a chance to create these connections. This spirit is woven into the fabric of MPD's mission and taught at the earliest stages of an officer's training. From our social media to victim services, every aspect of the Department is dedicated to bringing a holistic approach to providing peace of mind to those who need our help.

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Amazon Lockers *and* Safe Exchange Zones

Residential package thefts have been an ongoing nuisance impacting neighborhoods citywide, with thefts occurring year-round. In 2022, the Metropolitan Police Department partnered with Amazon to pilot a new community tool to help thwart package thieves and provide a location where residents can safely retrieve their items. With the help of the Metropolitan Police Department, Washington, DC, became the first city nationwide to install community Amazon lockers outside of police stations. MPD unveiled the new lockers — wrapped with artwork created by students at Randall Highlands Elementary School — at the Sixth District station in our Deanwood neighborhood and at the Anacostia-based substation. When residents order



on Amazon, they have an option to deliver items to one of the police station hubs.

Mobile marketplaces are also a commonly-used platform for consumers. In an effort to prevent robberies associated with transactions, MPD designated Safe Exchange Zones in 2016. These designated areas serve as a safe place for residents and

visitors to exchange and complete transactions of online purchases from strangers. We know that there are instances in which people will target unsuspecting consumers on mobile applications in pre-staged robberies. MPD's Safe Exchange Zone program was launched to keep our community safe during these dealings, and are located at all seven police stations as well as the Harbor Patrol station.



OF NOTE

MPD would also like to remind the public of these safety tips when selling or purchasing items from strangers:

- ⦿ Never meet anyone alone
- ⦿ Never list your home address, phone number, or any other identifiable information
- ⦿ Never meet at night





COMMUNITY OUTREACH

Give Me *a* Beat: MPD’s ‘Side by Side Band’

Long-time residents of the District of Columbia may remember the Side By Side Band (SBSB) from their youth. Members of the Metropolitan Police Department first formed the band back in 1972, as a way to use music to connect with the community. With the re-launch of the Officer Friendly program in February 2018, the Side By Side Band returned! They now play regularly at DC Schools, police-community celebrations like Beat the Streets, and other public safety events.

Officers assigned to the Youth Intervention and Prevention Branch (YIP) econnect with young people and community members and talk about initiatives related to school

safety, stranger danger, bullying, and drug abuse. Afterwards, the SBSB performs for the group, which creates additional positive connections through music and dance.

Accomplishments

☉ Catch the Beat — Officers interact with DC senior citizens in this program which promotes physical fitness, sharpens memory skills, and helps develop timing with rhythm by line dancing.

☉ Books to Badges — This program is making literacy exciting again by giving free books to kids in the Greenleaf area of southwest DC. By providing both the physical book and the audiobook version, these young people are able to

read along as they listen to the words, which helps build confidence in their reading skills.

☉ Kids Fit — Through this collaboration with the Hard Training Club, MPD uses exercise and play to mentor, motivate, teach, and help kids address any personal obstacles they may have.

☉ Small Important People & Paint — Through this program, the YIP and DC Department of Parks and Recreation use art to help young people express themselves creatively and engage with officers in a peaceful setting. The “Build a Cop” exercise helps spark conversations about what characteristics of police officers are most appealing to the participants.



SIDE BY SIDE BAND PERFORMANCES

☉ **DCPS/DC Public Charter Schools** — Entertained children at more than 100 DCPS and DC Charter schools, reinforcing positive relationships with youth.

☉ **National Faith & Blue** — Performed in the National Faith & Blue events, which provides food, resources, and entertainment to the community.

☉ **Beat the Streets** — Performed at Beat the Streets events every Tuesday and Thursday from June to September.

☉ **Giant BBQ Battle** — Performed at the 30th Annual Giant BBQ battle.

☉ **Department of Aging** — The event gives senior citizens a chance to enjoy live music for the holidays.

Come Along *for the Ride*

The Police Ride-Along Program is a public education program that allows residents to accompany officers as they perform their duties. The program is open to all districts and all shifts. In addition to enhancing transparency between the department and public, the Ride-Along Program allows community members to see first-hand what it is like to be a police officer at MPD. All departments are not the same, and MPD prides itself on being a professional and progressive department that provides the highest quality of service to the residents and visitors of the District of Columbia.

Due to the pandemic, ride-alongs

were suspended for almost two years. In May 2022, MPD relaunched its Ride-Along Program, and in November 2022 it was expanded to include members of the media. In 2022, MPD hosted over 660 ride-alongs across all seven districts.

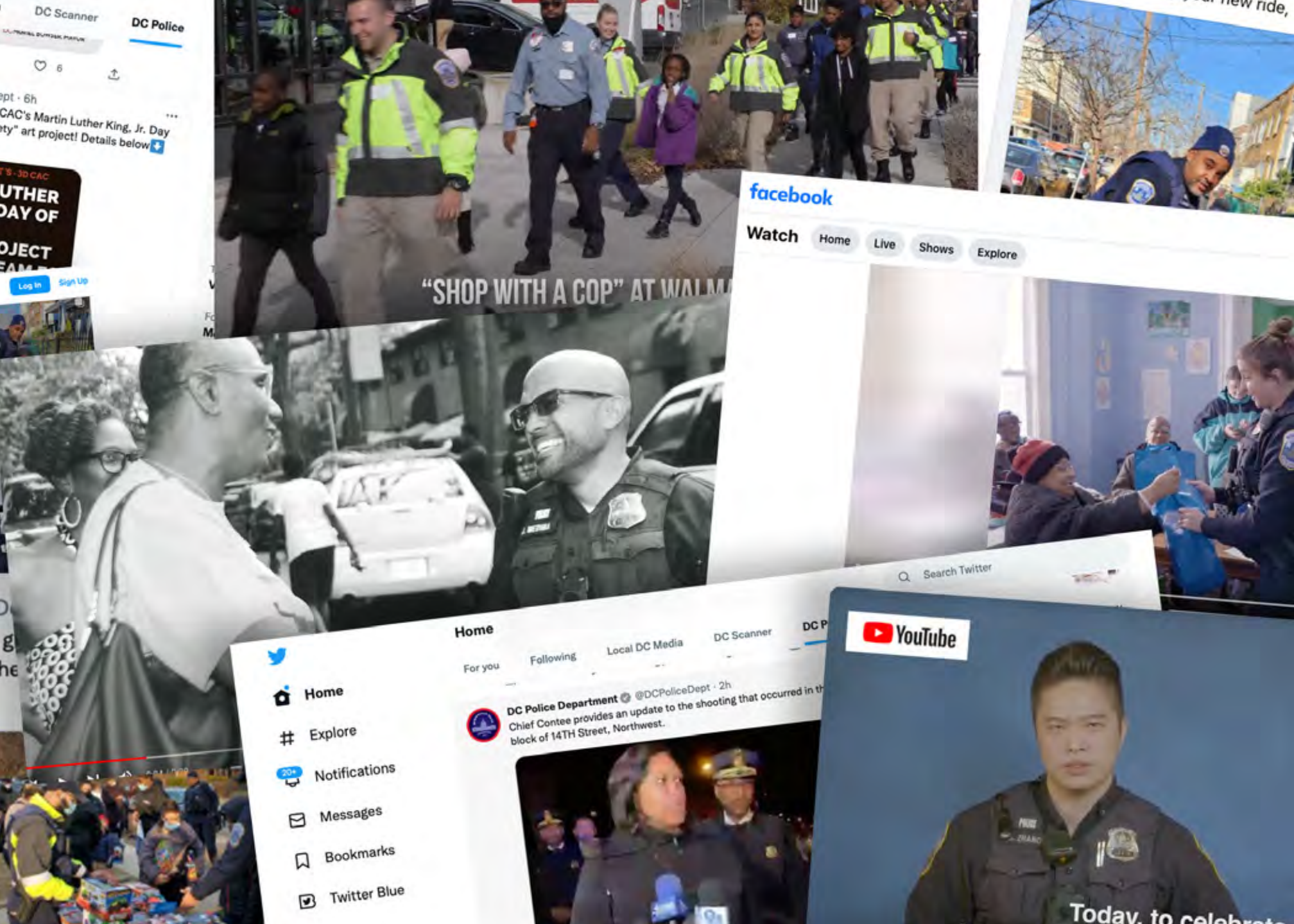
The relaunch of this program has given residents the ability to better understand police operations, and MPD looks forward to the opportunities the new expansion will bring.



WANT TO SEE WHAT BEING A COP IN DC IS REALLY LIKE?

The MPD Police Ride-Along program allows residents to accompany officers during their tour of duty in a police vehicle. This public education program gives residents a better understanding of police operations. The Ride-Along Program serves as a mechanism for community members to personally observe patrol operations and enhance transparency between police and members of the community. If you are interested in a ride-along, please visit MPD's website at www.mpd.cdc.gov/ride-along to access the online ride-along application.





COMMUNITY OUTREACH

Let's Get Social: Our Outreach Is Global

Social media is an undeniable force in today's world, from history-defining moments to witty exchanges. Whether participating in new trends or broadcasting news conferences, police departments must engage. Social media is an effective tool for law enforcement agencies to inform and connect with communities, and the Metropolitan Police Department is active across various platforms.

MPD's Office of Communications manages the largest District government social footprint in the city, and uses it to share timely, incident-specific information, educate communities, share video content, and build increasing trust with our agency. We encourage you to follow and engage with us — find us using the handle **@DCPoliceDept**.

MPD's Twitter account is the

most active of them, which provides nearly-instant information related to breaking events and other items of interest to the public, such as press conferences and announcements, amber alerts, and major arrests. Other channels are used to promote positive stories about our members engaging with the communities we serve, or telling stories of their lives outside the Department. In all instances, social media serves to enhance the agency's dialog with residents, visitors, policymakers, and other agencies to continue to build our network of partnerships across the region and, indeed, the world.

These tools have often proven valuable in gauging public interest and awareness of an event and have also often aided in developing valuable leads in support of an investigation.

CONNECT WITH US

MPD is active on many different platforms, with more than:

 **277,000** TWITTER FOLLOWERS

 **51,000** FACEBOOK FRIENDS

 **20,000** INSTAGRAM FOLLOWERS

 **17,000** YOUTUBE SUBSCRIBERS

 **12,000** TIKTOK FOLLOWERS

 **190,000** NEXTDOOR NEIGHBORS

 **4,000** LINKEDIN CONNECTS

Beat *the* Streets: Connecting *with* Communities

The School Safety Division (SSD) is committed to engaging with youth and community partners throughout the year. This includes the spring and summer months when schools are not in session. **Beat the Streets** — a public safety event with a street-festival feel — gives MPD and the School Safety Division the opportunity to connect youth, their families, and community members of all ages with city resources in a fun-filled environment. The musical performances, dancing, and free food made Beat the Streets 2022 a can't-miss event.

The School Safety Division hosted three spring pop-up events and 14 summer events, serving hundreds of DC youth and their families. The events included not just MPD, but also local social services agencies and

vendors to help provide effective outreach to our communities.

Accomplishments

The Beat the Streets events were held in the following neighborhoods:

- Bellevue-Congress Heights
- Carver-Langston Anacostia
- Fort DuPont
- Edgewood
- Eastern Market
- Hartford Street, SE
- Petworth
- Potomac Gardens
- Shaw
- Washington Highlands
- The Wharf

We look forward to continuing the tremendous success of this program and finding new ways to make it an even more powerful way

of connecting with the residents of DC's diverse and exciting communities through music.





COMMUNITY OUTREACH

Giving Back: MPD's Support *of the* Annual Law Enforcement Torch Run

On a beautiful day in September, MPD joined close to 300 members of law enforcement and other community members to participate in Special Olympics DC's 37th Law Enforcement Torch Run (LETR). The race is set in the historic Congressional Cemetery in Southeast Washington, where many of the city's — and nation's — first leaders can be found. This annual 5K walk/run raises critical funds for the organization and promotes the importance of ensuring acceptance and inclusion for individuals with intellectual disabilities.

For the past several years, MPD has led the race, both in terms of speed and fundraising. In fact, an MPD member was one of the first ten runners to complete the race. Additionally, MPD was recognized as the top fundraising group in 2022.

The Department raised more than \$14,000 to help Special Olympics DC provide quality programming free of charge to more than 2,500 Special Olympic child and adult athletes. These programs include year-round sports, health, and inclusion programs that provide a sense of comradery, connection, and pride to the participants.

MPD's history of supporting such worthy organizations stems from its desire to make a positive impact on the communities we serve. The tradition continues with the Torch Run, with many members choosing to get personally involved by taking time out of their schedules to participate in the run on race day. Special Olympics DC is an organization that holds a special place in our hearts.

To learn more about the LETR or how to get involved in the Special Olympics of the District of Columbia, please visit their website at <https://specialolympicsdc.org>.



METROPOLITAN POLICE DEPARTMENT **AN INSIDE LOOK 2022**

Ensuring Historically Underserved Communities Are Reached

The Department's Special Liaison Branch (SLB) is a model for community policing in its work with historically underserved communities. Each community is represented by a Liaison Unit within SLB. For more than two decades, SLB has worked closely with the District's vibrant communities, in particular its African, Asian, Deaf and Hard of Hearing, interfaith, LGBTQ+, and Latino communities. The important work of SLB is carried out by its core members and affiliate officers. The core members are those assigned to SLB who work on these issues full time. Affiliate officers have volunteered to receive specialized training on diverse communities, issues of importance in the community, and how best to serve them. The affiliates continue to work in their home district but receive coordinated

support, information, and trainings through the Liaison Units. They also reinforce the messages of progressive training, policies, and procedures to officers throughout the Department.

A primary role of the Liaison Units is outreach to the represented communities. Although these communities have historically been underserved by law enforcement, MPD has made a concerted effort to connect with and provide services to them specifically. SLB serves as a bridge to members of our larger community whose diversity contributes to the vibrancy of our city. The core and affiliate officers respond to crime scenes and incidents to support members of our community. MPD victim services specialists work with SLB to support and connect crime victims to non-police services. The Special Liaison Branch also works to



support the community in incidents which are not necessarily criminal, such as helping to locate missing persons or with death notifications to family members. The Branch hosts and participates in meetings and presentations and provides the com-

munity with public safety materials and information that helps promote a better understanding of interacting with MPD members in criminal and casual contact situations.

MPD works to improve the reporting of bias crimes in the community by providing outreach and educational sessions on the importance of reporting crime. SLB members meet monthly with LGBTQ+ community advocates focused on violence prevention, speak regularly on Latino radio, and host presentations to and discussions with students about tolerance and safety. In addition to community-building and education efforts, SLB serves as a communication conduit between the police and the community every day. Members of SLB sometimes receive notification of potential hate crimes directly from the community.





COMMUNITY OUTREACH

Giving *the Community an Inside Peek into* Law Enforcement

Launched in 2015, the Community Engagement Academy (CEA) gives community members a first-hand look at police operations in the MPD. In this eight-week program, the Department gives participants a personal view of the positive aspects and challenges that confront officers each and every day.

In 2022, the MPD hosted three cohorts of the Community Engagement Academy (spring, summer, and fall), each with over 20 participants. To give participants more insight into what it's like to train to become a police officer, CEA participants visited the Metropolitan Police Academy and were invited to test their skills on MPD's de-escalation and use of force simulator. These experiences gave CEA participants a better sense of some common policing scenarios and challenges. They all graduated from

“The program, which is available to all District residents, gives residents the ability to ‘pull back the curtain’ and see what District policing is all about. Not only is the program well designed, but it is also engaging and interactive.”

—MICHAEL COHEN

the program with a better understanding of MPD's daily operations.



METROPOLITAN POLICE DEPARTMENT AN INSIDE LOOK 2022

The Community Outreach Teams: Connecting *the* Dots

MPD's Community Outreach Teams coordinate community outreach all over the city. To support both the health and safety of our communities, outreach teams distribute healthy food, supply behavioral health resources and safety and substance abuse information, foster relationships with schools, and provide high visibility to high-crime areas.

In Ward 8, outreach has continued to foster relationships with senior citizens in the community. The Outreach unit sponsored a Mother's Day and Father's Day engagement event, where seniors were able to meet their commander, voice concerns to officers, and pick a gift. This gave senior citizens the opportunity to feel connected and safe with Officer Friendly,



while also feeling comfortable enough to reach out for information regarding crimes in the area.

Outreach teams also innovated Officer Show & Tell,

which saw them going to elementary schools and bonding with the community's youth. Officer Show & Tell not only allowed students to see the equipment and tools officers use on a daily basis, but also to see what they had in common. During the presentations, officers discovered that many of the youth thought officers lived at the police station and always wore the uniform. These events allowed officers to

talk about video games they played or hobbies they were interested in, which shined a whole new light on who police officers are and what they do.

Outreach teams also launched Friday Night Film, better known as Movie Night, in May 2022. The community expressed their enjoyment and appreciation of the event, and as word spread, the attendance from the community grew. The most recent

installment of Movie Night was held at Lincoln Park, located in the Capitol Hill neighborhood, with an audience of over 100 community members. Popcorn, beverages, and safety literature were provided. MPD Cadets assisted for the movie night and shared information regarding the Cadet Program.





COMMUNITY OUTREACH

Volunteers Bring New Energy *and* Talent

In 2022, the Metropolitan Police Department hosted three cohorts of Collegiate Interns, who come from colleges and universities all around the country, to learn about MPD's operations and gain a unique insight into law enforcement. This year, the interns contributed over 9,000 hours of volunteer service. Interns support a variety of positions including the Emergency Response Team, the Violent Crime Suppression Division, and Homicide Branch. Following these valuable experiences, many of the interns apply to MPD after college and join us as police officers and professional staff members.

The Collegiate Intern program offers a unique way for young people to gain experience and perspective prior to beginning their careers and provides a vital injection of energy into many of MPD's units.



MPD also has a Domestic Violence Liaison (DVL) program that pairs police officers with volunteers who have been trained by DC SAFE — Survivors and Advocates for Empowerment, an organization that provides 24-hour crisis intervention for survivors of domestic

violence in the DC region. The DVLs accompany police officers to domestic violence calls for service and are able to offer services on behalf of DC SAFE. MPD's DVL Program allows volunteers to provide valuable on-scene resources directly to domestic violence survivors.

BRING YOUR ENERGY

If you are a college student interested in law enforcement, criminal justice, community outreach, or other areas of interest, please connect with us. MPD hosts about 150 interns in its program each year in both the fall and spring semesters, as well as during summer programs.

Begin the application process at joinmpd.dc.gov/metropolitan-police/collegiate-internship-program



Making Important Changes *to Aid in* Community Behavioral Health

The Metropolitan Police Department (MPD) is committed to supporting our community members facing behavioral health challenges, and to working with our government and community partners to ensure individuals receive the right care at the right time. In 2022, MPD and the Department of Behavioral Health (DBH) launched Mental Health First Aid (MHFA) training for officers and committed to a multi-year plan for all officers to receive a minimum of 20 hours of mental health training. MPD was able to leverage federal grant funds to hire a Behavioral Health Partnerships Coordinator (BHPC) to support MPD's programs and partnership with the DBH. The newly-hired BHPC is a Licensed Professional Counselor with experience working with individuals diagnosed with severe and persistent

mental illnesses or who were in need of immediate crisis intervention. The BHPC is working to strengthen the department's efforts to serve individuals with behavioral health needs and the communities in which they live.

MPD is supporting DBH efforts to expand their reach in the community, including through the 911 Diversion Program, the 9-8-8 Coalition, and the DC Stabilization and

INSET: Members are presented with a pin when they have completed the training to become a Crisis Intervention Officer (CIO). CIOs are specially trained to handle emergency mental health crises. These officers help ensure that non-violent mental health consumers are put in touch with behavioral health services instead of being taken to jail.

AT RIGHT: One of MPD's recent Crisis Intervention Officer classes.



Sobering Center, to be established in 2023. MPD and DBH are also working together to develop new ways to support District residents.

In 2022, DBH, with its key partner agencies, was selected to receive technical assistance from the Harvard Kennedy School Government Performance Lab (GPL) and the Council of State Governments to support the District's 911 diversion effort. In addition, leadership teams from MPD and DBH were able to travel to Denver, Houston, and Pittsburgh to learn more about successful strategies to improve the outcomes of encounters between law enforcement and people who have mental health conditions. Together, these learning opportunities are helping to shape new programming to be launched in 2023.



MELANIE MINGES, MPD's Behavioral Health Partnerships Coordinator, is currently a Doctoral Candidate in Counseling, with a specialization in Public Health and a Licensed Professional Counselor. She has served as a Clinical Supervisor and Adjunct Professor, and has over 10 years of experience working with individuals in need of immediate crisis intervention and individuals diagnosed with severe and persistent mental illnesses. Her research interest primarily revolves around trauma in underserved populations along with burnout and psychological trauma within crisis response.





COMMUNITY OUTREACH

A True ‘Partner in Crime’: The Washington, DC Police Foundation

Originally named the DC Police Fund, the Washington DC Police Foundation (DCPF) was formally established in 2007 to make Washington, DC, a safer place to live, work, and visit for everyone. The DCPF supports the Metropolitan Police Department’s efforts that focus on vulnerable children and neighborhoods with pro-active preemptive programs working hand-in-hand with the community. Because modern policing requires more sophisticated training and equipment, the DC Police Foundation also assists with the acquisition of more effective technologies.

Over the years, the DC Police Foundation has:

- ☉ Funded year-round

mentoring and intervention programs and summer camps for at-risk city youth.

- ☉ Spearheaded the effort to create the **MPD Tactical Training Center** training facility.

- ☉ Supported the MPD **Family Fun Day** and **Law Enforcement Awards Ceremony**.

- ☉ Coordinated annual holiday shopping events with officers and youth through the **Shop with a Cop** and **Heroes and Helpers** events.

- ☉ Educated fifth-graders about public safety issues and possible careers in law enforcement through the **Junior Cadet Program**.

- ☉ Helped MPD deter youth violence in the city through

the **Youth Creating Change** program (see page 34), which identifies at-risk youth to engage in leadership building activities and projects with officers from the Youth Intervention and Prevention Unit.

- ☉ Donated a bloodhound puppy, “Bubba,” to the MPD K-9 Unit. Bubba will be used for tracking people with Alzheimer’s disease, young children, people with intellectual and physical disabilities, and people who may be suicidal.



THE POLICE ATHLETIC LEAGUE: A TRADITION OF EXCELLENCE

The National Association of Police Athletic/Activities League (PAL) and its chapters work nationwide promoting the prevention of juvenile crime and violence by building relationships among kids. National PAL is an organization

based on the conviction that young people, if reached early enough, are more likely to become productive adults and agents of change.

To learn more, visit www.nationalpal.org.



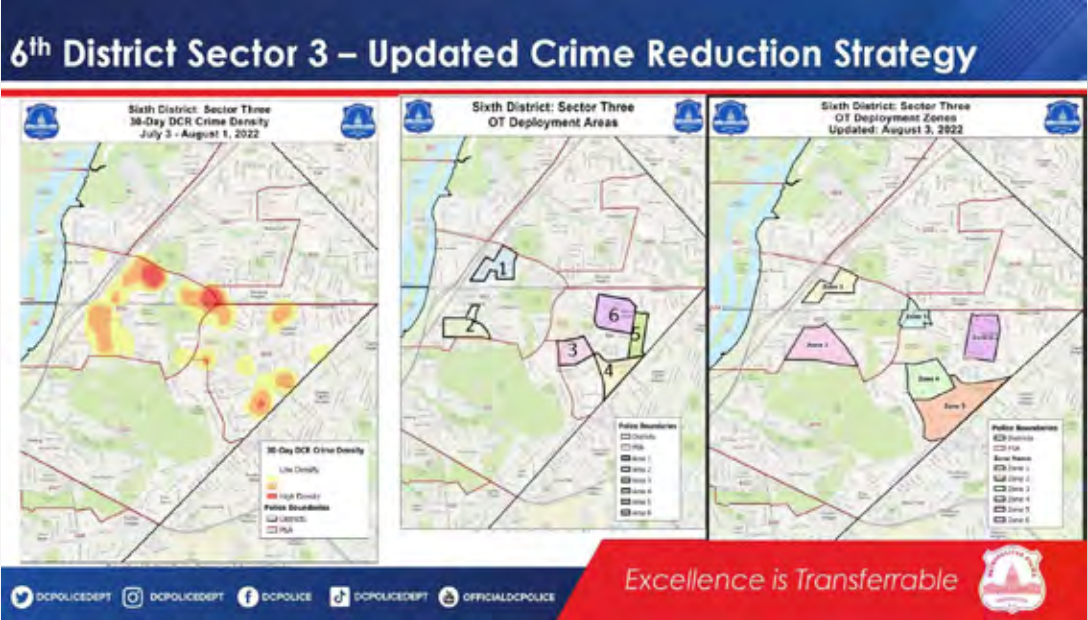
Homicide Reduction Partnership

The Homicide Reduction Partnership (HRP) focused on four Police Service Areas in 2022 through the collective efforts of MPD, law enforcement and criminal justice partners, other DC Government agencies, and our community partners. The objective of the partnership is to use a “whole of government” approach with the goal of achieving a significant reduction in violent crime, a positive impact on the community’s perception of safety and security, and to enhance the legitimacy of MPD and District Government. By committing to the entire year of 2022, we established an environment that has sustained

success since the conclusion of the initiative. HRP was developed on the four-

Initiatives (or, SCPI and FCPI). These initiatives have helped achieved significant reductions in violent crime and

SCPI, the District saw a 20 percent reduction in violent crime, a nine percent decrease in property crime and an overall 12 percent reduction in crime. The Homicide Reduction Partnership further included the elements of past SCPI and FCPI initiatives, but was enhanced through greater collaboration and contributions by other law enforcement agencies. Each district submitted an operational plan for their respective area, which was continuously modified and improved during the yearlong initiative due to emerging trends, patterns, and circumstances. All operations were intelligence-led, and incorporated the best practices of community policing, problem solving, hot spots policing, and focused deterrence.



A sample district operational plan for reducing crime in SCPI focus areas in the Sixth District.

dation of success built with prior Summer and Fall Crime Prevention

overall crime during previous initiatives. During the most recent 2021





COMMUNITY OUTREACH

Community Focused Patrol Unit

In 2021, MPD deployed the Community Focused Patrol Unit (CFPU). This unit's mission is to supplement the efforts of patrol officers in communities experiencing higher volumes of criminal activity, emerging crime trends, and/or significant events. This unit is data-driven and its members employ focused law enforcement practices, while simultaneously providing impactful community engagement. The establishment of CFPU has allowed MPD to have a flexible resource that can be deployed to address "acute" crime issues and allow patrol districts to focus on their strategic deployments.

The CFPU, primarily deployed on mountain bikes and scooters, allows for enhanced personnel deployment during periods of increased violent crime. Each squad is led by one sergeant with eight officers. The units

are mobile and can easily move and be redeployed citywide throughout their day in order to address critical incidents and emerging crime trends. The units have increased MPD members' visibility throughout the neighborhoods most affected by violent crime, and reinforced the Department's priorities of directly engaging with the communities we serve every day. In an effort to reduce and address violent crime, this patrol unit uses an intelligence-led policing strategy that targets individuals who are committing violent acts.



INNOVATION THE FUTURE

In an era of calls to reform law enforcement, MPD is leading the way in developing creative strategies to make our city safe for everyone. By seeking creative solutions to everyday problems, creating a platform for ideas to come to fruition, and helping our members become healthier in all aspects of their lives, we’re working to build a robust, agile agency that is ready to tackle the city’s — and the world’s — greatest challenges.

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Helping Build *a Legion of Leaders in Law Enforcement*

MPD is focused on building a legion of police leaders. Founded in 1861 by President Abraham Lincoln, the DC Metropolitan Police Department is one of the most diverse police departments, policing in one of the most visited — and visible — cities in the world. The dynamic mix of residents from native Washingtonians, students, commuters, tourists, and business travelers provides a complex public safety environment. With an intricate system of interagency collaboration between local and federal partners, policing in the nation's capital provides a rich backdrop for developing leadership skills.

Formed in 2022, the inaugural cohort of the **DC Police Leadership Academy** commenced in January 2023. This program uniquely targets

growth for middle management ranks (i.e., lieutenants, captains, and other supervisors or supervisors not in appointed ranks). Through this program, participants will develop a critical growth mindset and learn management approaches to continually hone their personal and orga-



nizational leadership skills. The DC Police Leadership Academy will bring together a diverse group of passionate leaders to engage in shaping the future of our great profession by developing their personal leadership

abilities. The program will provide participants with the fundamental tools, ideas, and strategies to develop a foundational knowledge of leadership as participants seek to grow through the ranks within their organization. The three-week program, broken into two sessions, will comprise approximately 70 participants from across the US as well as international participants.

Participants will:

- 🕒 Learn from renowned speakers, chiefs, and leading experts.
- 🕒 Hear from a compilation of diverse experiences and perspectives.
- 🕒 Participate in experiential learning with hands-on, interactive discussions using case studies and field experiences to supplement classroom topics.
- 🕒 Hone relationship-building skills.
- 🕒 Join a broad national network of peers and benefit from ongoing alumni engagement.





INNOVATION AND THE FUTURE

Finding *the* Next Generation of Officers

The vast majority of police departments across the United States (and even many departments internationally) are reporting staffing shortages. This includes the Metropolitan Police Department. While the MPD is excited to have numerous locals apply to join our ranks, recruiting challenges have led our agency to expand our search for the best law enforcement officers nationally. Throughout 2022, the MPD has launched several innovative and creative advertising campaigns to inspire individuals from across the country to become an officer with MPD.

From digital advertising and social media to LED box truck billboards and transit advertising, MPD is using innovative marketing tools, along with traditional outreach efforts to hire more officers. New application software, coupled with our strategic

marketing efforts, led to a double in prospect day attendance percentage. In 2022, the District also announced a new \$20,000 hiring bonus to help



the MPD recruit new officers, with a focus on hiring more DC residents and women. Qualified applicants are now eligible to receive this incentive in addition to existing benefits, such as the \$6,000 housing stipend. The starting salary at MPD is currently \$60,199, which means that with the new bonus, first-year officers will be eligible to earn more than \$80,000.

Additionally, MPD's recruiting efforts continue to highlight our commitment to diversity and inclusion. Washington, DC is a rich mosaic of people from varying backgrounds and cultures — and our force reflects the communities we serve. MPD's sworn force is currently comprised of approximately 23 percent women — which is nearly twice the national average. To further the recruitment, retention and promotion of women in policing, MPD committed to the 30x30 pledge in November 2021. The ultimate goal of this national campaign is to increase the representation of women in police recruit classes to 30 percent by 2030 and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers.

OF NOTE

In 2022, the MPD saw:

- ⦿ 43 Prospect Days hosted
- ⦿ 12 Recruit Classes started
- ⦿ 155 new Recruits graduated
- ⦿ 29 Cadets converted to full-time recruits





Diversity, Equity, *and* Inclusion: Building *a* Cohesive Workforce

In 2022, the Metropolitan Police Department created the position of Chief Equity Officer to head the newly-developed Office of Diversity, Equity, Inclusion, and Wellness. The MPD recognized the importance of adding a strategic thinker to identify and resolve disparities and support the Department’s continued emphasis on transparency. The Chief Equity Officer serves as the department’s equity strategist, responsible for guiding efforts and creating opportunities to define, assess, and promote diversity and inclusion initiatives across all MPD offices, bureaus, and divisions.

Former US Park Police Chief Pamela Smith was named the first Chief Equity Officer in May 2022. Since that time, the DEI team has developed a phased action plan that focuses on

framing the DEI conversation around where we are and where we want to be; building leadership alignment; engaging staff and stakeholders; and assessing progress and institutional-

ized practices. To further these aims, the DEI team facilitated conversations regarding diversity, equity, and inclusion at district roll calls, giving members a space to speak about their impressions of DEI within MPD.

The DEI team’s data-driven and department-specific approach involves conducting an MPD Cultural Assessment survey; revising the Vision, Mission, and Value Statements to reflect DEI priorities; creating DEI-specific training; launching a diversity and inclusion committee and resource group; and more. These strategic efforts will help ensure that diversity, equity, and inclusion remain priorities in the MPD as the agency works to build a cohesive workforce.



DEI ACTION PLAN

- Build Leadership Alignment
- Engage Staff and Stakeholders
- Assess Progress and Institutionalized Practices

STEPS FOR IMPLEMENTATION

- Launch the Voices Tour to conduct MPD Cultural Assessment.
- Revise MPD’s Vision, Mission, and Value Statement to reflect DEI priorities.
- Create DEI policy and a strategic planning committee.
- Identify DEI-specific training.
- Launch Diversity and Inclusion Committee and Employee Resource Group.

Garnering *the* Best Ideas: MPD's 'Shark Tank'

Recognizing that there was untapped creativity among MPD members, in December of 2021, Chief of Police Robert J. Contee III launched the Department's very own Shark Tank. Inspired by the TV program of the same name, it provided members the opportunity to pitch projects they believe would create positive change within MPD and in the communities we serve. Numerous innovative projects were proposed with four highlighted here: Baller Brigade, Memoirs Project, Bears on Patrol and Stop the Bleed.

The **Baller Brigade**, created by Sharon Daugherty, Community Outreach Coordinator for MPD's Victim Services Branch, represents an innovative approach to connecting with the youth in our city. Officers who sign up to be part of the Brigade distribute sports equipment to children

and teenagers to promote healthy activities and build greater trust. The equipment includes basketballs, footballs, double Dutch and regular jump ropes, soccer balls, and portable foosball tables. Plans are underway to expand the program across all districts.

Law enforcement professionals don't always have an easy way to publicly share their experiences while on the job. The **Memoirs Project**, a program initiated by Officers Derrick Frank and Valeria Conti, is helping to change this. Through this project, sworn and professional members are filmed as they share their thoughts about the Department's direction and vision for the future. The initiative is meant to give community members a better understanding of the

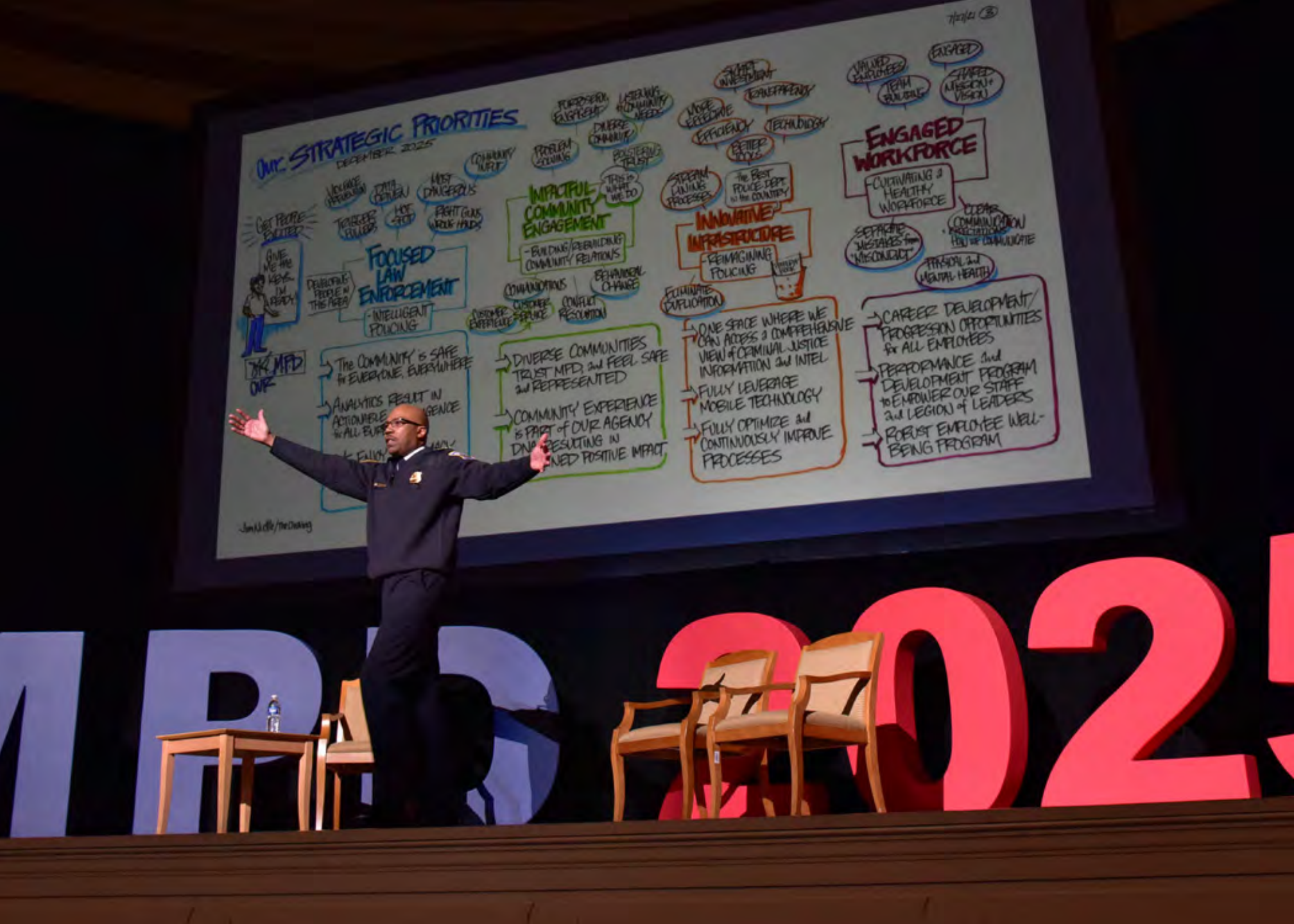
people who serve and protect them daily, which can result in more support for the work MPD members do.

Too many children in the District are either victims or witnesses of traumatic events. **Bears on Patrol** is helping MPD officers who respond to a scene provide comfort and emotional support to young people by giving them teddy bears. The program, created by former Third District Lieutenant Scott Schmoeller and Rosa Balarezo, Data Quality Program Manager of the Technical Assistance and Services Bureau, gives officers a new way to make a positive impact on the most vulnerable members of our communities.



In conjunction with the national Stop the Bleed initiative, **MPD Stop the Bleed**, proposed by Officer Henry Clapp, provides training to community members on how to intervene before first responders arrive on the scene when there is a life-threatening bleeding emergency. The course is aimed at empowering community members to take life-saving action in that critical interval between the moment someone is injured and professional help arrives.





Making Bold Progress: *OurMPD* Vision 2025

On April 17, MPD Chief Robert J. Contee III hosted two member summits to announce the *OurMPD Vision 2025* initiative. The initiative serves as a road map to ensure that MPD becomes the model law enforcement agency in the nation. Chief Contee laid out the four key priorities essential to achieve this goal: Focused Law Enforcement, Innovative Infrastructure, Impactful Community Engagement, and Engaged Workforce. Each of these priorities has a dedicated team of people made up of command staff members who lead a

working group to achieve the goals of that priority.

Key to the success of *Vision 2025* is the participation of our members. To that end, on July 19, 2022, over 100 additional members partnered with the leads overseeing those priorities to help develop additional implementation strategies. So far, more than 50 members have joined these teams, which continue to expand in size and scope.

Successes since the initiative's launch include the Focused Law Enforcement team's implementation of Case Explorer, a deconfliction system helping to reduce duplication of efforts and improve outcomes in high-risk police incidents. The

Innovative Infrastructure team has overseen the discontinuation of out-of-date paper forms and has worked to create new online portals for easier documentation. The Impactful Community Engagement team has created a user-friendly commendation form on the MPD website, which gives residents and visitors a way to recognize MPD members for their positive contributions to their community.

The efforts of the Engaged Workforce team have resulted in the implementation of a Department-wide health and well-being program, among other accomplishments.



Prioritizing Member Health *and* Well-Being

The Employee Well-Being Unit (EWBU)’s goal is to ensure that all members at MPD to feel cared for. We want members to know that they are never alone and that we are here to make sure that they know we care about their health and well-being. Why does that matter? Studies show that feeling cared for helps us better deal with stress, it makes us feel good, it promotes resilience — which is our ability to bounce back after a difficult situation — and when we feel cared for, then we want to pass that good feeling on and care for others. Being cared for feels good! There are many exciting things happening at MPD when it comes to supporting member well-being. Since it has been established, the EWBU has received two federal grants to support the development of programs and

services. Collectively, these two awards are being used to develop a peer support team, a mentoring program, a transition to retirement program, and to conduct a feasibility study to establish



childcare for members. In addition to these awards, the EWBU has been able to launch multiple pilot programs with great results.



*Headspace is a mobile app designed to aid in mindfulness and increased focus.

- OF NOTE**
- Completed 475 member well-being checks of officers who were injured or ill while on duty.
 - Launched a new wellness website (mpdwellness.dc.gov).
 - Got funding for Headspace* app. More than 200 members enrolled.
 - Launched pilot programs for nutrition coaching, heart-focused leadership training, and suicide prevention training.
 - Acquired new gym equipment.
 - Recruited new members of the Chaplain Corps.
 - Installed healthier vending options in locations across the Department.
 - Secured Mighty Meals discount.
 - Conducted presentations on mental health and well-being.





INNOVATION AND THE FUTURE

New MPD Cadet Corps Training Center Opens *in* DC

On October 19, the Department opened its new MPD Cadet Corps Training Center, the District's first-ever educational facility dedicated to Cadets. The center helps these young people prepare as they progress through the Cadet Corps program with the goal of becoming a sworn police officer.

The facility, located in Southeast DC, is the first space solely dedicated to the Cadet Corps program. At the training center, MPD Cadets complete their assignments from the University of the District of Columbia, study the Cadet Corps curriculum, and engage with various guest speakers from the Department as well as partner DC government agencies.

The MPD Cadet Corps program gives DC residents who are either a high school senior or between the

ages of 17 and 24 an opportunity to serve part-time as uniformed, civilian employees. Ca-

dets earn a salary starting at \$35,528, while also taking college courses, earning up to 60 tuition-free credits toward a degree at the University of the District of Columbia Community College. By working at the Department and earning college credits, Cadets are on track not only to enter — but excel — in MPD's Police Officer Recruit Program at the Academy.

The Cadet Corps program helps cadets develop the leadership and other skills required to meet the challenges of their complex roles as problem-solvers, service providers, and professionals in the criminal justice system.

Since 2016, eligibility for the MPD Cadet Corps Program has expanded by increasing the maximum age for participating from 21 to 24;

relaunching the part-time Metropolitan Police Academy's High School Cadet

As a former MPD Cadet, I was given an opportunity to see policing from a different perspective as a young person from Washington, DC, and that is where my story began with the Metropolitan Police Department.

—CHIEF ROBERT J. CONTEE III

Program; and allowing DC residents who attended high school outside of DC to join the program. Since 2015, the Cadet Corps program has grown from 20 cadets to its new authorized number of 150 cadets in FY23.

The Cadet Corps program also supports efforts to hire more women at the department — 48 percent of cadets are women. Additionally, 99 percent of Cadets are people of color.



Recognizing *the* Need for ‘ABLE’ Officers

The MPD is committed to fair, impartial, and constitutional policing and the Department has been training members on active bystandership and duty to intervene for years. ABLE (Active Bystandership for Law Enforcement) delivers practical, scenario-based training that prepares officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention. Its aim is to create a police culture in which officers routinely intervene — and accept interventions — as necessary to prevent misconduct, avoid police mistakes, and promote officer health and wellness.

The MPD became a registered participating agency in ABLE in 2021,

following an application process that included letters of support from government leaders, as well as organizations like the United States Holocaust Memorial Museum and the Anti-Defamation League. We were one of the earliest law enforcement agencies to adopt the ABLE framework and integrate the program’s curriculum and materials into our existing active bystandership training. By ensuring that officers are familiar with these concepts, our members develop the muscle memory necessary to act quickly in incidents where an intervention may be merited and reduce unnecessary use of force and loss of life.

MPD supports the ABLE Standards and is committed to an agency culture wherein officers feel empow-

ered to intervene to prevent misconduct and reduce mistakes.

ABLE Standards

In order to ensure ABLE is implemented effectively and meaningfully, a law enforcement agency wishing to train their officers in the ABLE curriculum, access support and resources, receive training or technical assistance, or use the registered trademarks must commit to these ABLE Standards:

- Community Accountability
- Training
- Implementation and Program Coordination
- Supporting Intervention in Policy and Practice
- Employee Wellness
- No New Intervention Reporting Requirements
- Data and Research
- Sustainability & Commitment

OF NOTE

Since its inception, the ABLE program has quickly expanded its reach, to include:

- 314 ABLE agencies
- 1,900+ instructors trained
- 41 US states represented
- 3 Canadian provinces represented
- 158,000+ officers at ABLE agencies
- 106 million+ community members served by ABLE agencies





Continuing Education *in the* Metropolitan Police Department

The Metropolitan Police Department continues to establish high standards and advance exceptional training to ensure MPD officers have the knowledge and skills to safely and effectively protect the life, liberty, and property of the people they serve. The educational programs listed at right reflect a deliberate effort to offer additional outside training to members through a lens of community engagement, professionalism, and respect for residents and visitors of the District of Columbia. These programs are provided through strategic partnerships and unique relationships that provide MPD members with access to grow their professional skills and establish ties with other members of the law enforcement, critical infrastructure, and university arenas.

Program Name	Sponsoring Agency/Institution
Police for Tomorrow	Georgetown Law Center for Innovations in Community Safety
Crisis Intervention Officer, Mental Health First Aid	MPD and DC Department of Behavioral Health
National Museum of African American History and Culture	University of the District of Columbia
United States Holocaust Memorial Museum	Partnership with Anti-Defamation League
National Capital Region Leadership Seminar	Metropolitan Washington Council of Governments
Senior Management Institute for Police	Police Executive Research Forum (PERF)
FBI National Academy	Federal Bureau of Investigation
LEEDA Executive Leadership Institute	Federal Bureau of Investigation
FBI National Executive Institute	Federal Bureau of Investigation
Department of Homeland Security Leadership Academy (HSLA)	DHS Federal Law Enforcement Training Center and National Security Agency
Active Bystandership for Law Enforcement (ABLE)	Georgetown University Law Center for Innovations in Community Safety
DCHR Certified Public Managers Program (CPM)	DC Dept. of Human Resources/George Washington University
DCHR Executive Leadership Program	DC Dept. of Human Resources and George Washington University
21st Century Police Leadership (21 CPL)	Washington State Criminal Justice Training Commission
Naval Postgraduate School (NPS) Center for Homeland Defense and Security (CHDS) Emergence Program	US Department of Defense/Department of the Navy
Naval Postgraduate School (NPS) Center for Homeland Defense and Security (CHDS) Master's Program	US Department of Defense/Department of the Navy
Naval Postgraduate School (NPS) Center for Homeland Defense and Security (CHDS) Executive Leaders Program (ELP)	US Department of Defense/Department of the Navy



Embracing *the* Role of Women *in* Law Enforcement

In March 2022, the Metropolitan Police Department took the 30x30 Pledge and committed to increasing the representation of women in police department recruit classes to 30 percent by 2030, and ensuring police policies and culture intentionally support the success of women officers throughout their careers.

Nationwide, women make up approximately 12 percent of sworn police officers and three percent of police leadership. Currently, Washington, DC is ahead of the national average, with women making up 23 percent of MPD's sworn officers. Still, the Department remains focused on hiring more women to ensure MPD reflects and rep-

resents the community.

As part of the 30x30 initiative, MPD conducted focus groups with the Police Executive Research Forum with non-union and professional staff, with the goal of having frank discussions with members about what MPD is doing well in the sphere of inclusion and diversity. Additionally, MPD contin-

ues to review internal practices such as discipline, use-of-force reviews, promotional processes, and selections for special assignment to ensure all members are treated fairly.

MPD's Chief Equity Officer serves as the Department's equity strategist, helping the Department create opportunities to define,

assess, and promote diversity and inclusion initiatives within and across all MPD offices, bureaus, and divisions. Recently, she held a "Voices Tour" to hear from members about their views on the current state of MPD's efforts on this initiative.



ABOUT THE PROGRAM

The 30x30 Pledge is an initiative derived from a coalition of police leaders, researchers, and professional organizations, who together aim to advance the representation and experiences of women in police agencies across the United States. The goal is to increase the representation of women in police department recruit classes nationally to 30 percent by 2030, and to ensure police policies and culture intentionally support the success of women officers throughout their careers.



TECHNOLOGY

Technology is a vital part of the MPD’s public safety toolkit. From digital evidence management to body-worn camera technology to ShotSpotter gunshot detection, our members are staying on the forefront of new advances to make sure that our agency is doing everything it can to keep our communities safe. As technology evolves, the MPD will evolve with it. The department and its members will continue using innovative, cutting-edge approaches to solve public safety problems.



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Using Technology *to Improve Policing for Members and the Community*

MPD is always adapting. In 2020 and 2021, changes made out of necessity during COVID led to some lasting positive effects, such as expanding the capability of our online reporting tool and automating the scheduling system. In 2022, the Department continued focusing on increasing our mobility, facilitating intelligence-led policing, and transitioning to flexible, scalable, and cost-effective computing power in the cloud. These new initiatives mean that as we head into 2023, the technology that our members rely on is operating at faster speeds and higher processing power than ever before.

One major priority was streamlining administrative processes and increasing mobility, so officers spend less time at their computers and more

time on patrol. The Department also implemented several applications that will replace outdated, inefficient technology and keeps our members mobile. This includes a new application, available to officers on their handheld devices, to streamline searches for lookout information; improved digital signage that use a system capable of broadcasting live video and Amber Alerts for better internal and external communication; and a new TMA application that will replace our outdated time and attendance system and

streamline the payroll process for our administrative members. All of these updates make

our agency faster, better, and more efficient.

The Department also coordinated the purchase of Axon Fleet, a camera system to be

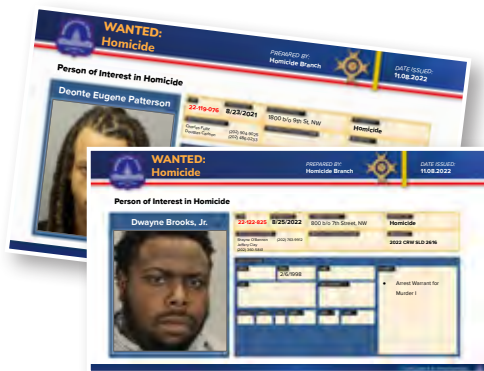
installed in the back of transport vans in early 2023. These cameras help ensure the safety of both officers and arrestees by allowing officers to more closely supervise arrestees during the transport. This new Axon Fleet system integrates with the body-worn camera program already in place, reaffirming the Department's continued commitment to both safety and transparency.

The MPD is also focused on improving our customer support for the public. A new Firearms Registration initiative, due to launch in 2023, will

give members of the public the ability to upload all required firearms application files online, reducing waiting times and allowing citizens to complete the process at their leisure rather than on an appointment schedule. This system has the added environmental benefit of reducing the amount of paper required.

From reducing overall information technology costs to accelerating innovation, MPD's new modern data analytics platform on the cloud is a key component to improving infrastructure and facilitating intelligence-led policing.

The agency's internal digital signage integrates data from the new BOLO app to display wanted suspects and other vital information to officers on the street.





TECHNOLOGY

Body-Worn Cameras Continue *to* Make *a* Positive Impact *on* Policing

The Metropolitan Police Department was one of the earliest adopters of body-worn cameras (BWCs) in the nation. In December 2016, MPD began outfitting all patrol officers and sergeants with BWCs. Currently, more than 3,000 BWCs are deployed to sworn members in public contact positions with the rank of captain and below. It is the Department's belief that the use of body-worn cameras benefits members of the community and the Department by improving police services, increasing accountability and transparency for individual interactions, and strengthening police-community relations. Since the BWC program's in-

ception, over 11.3 million videos have been recorded. MPD is committed to ensuring our presence is supportive of our vibrant communities, and the BWC program is invaluable in building trust with the public by promoting transparency and accountability. The cameras also support training efforts and help improve efficiency in internal in-

vestigations by providing an accurate documentation of events to support or refute claims. Over the past year, the BWC program has continued its positive impact on the agency's operations, helping to facilitate the quick release of videos for public consumption and upgrading its equipment to ensure

our technology remains cutting-edge and top of the line. MPD professional members have also innovated within the BWC program to provide the Department with capabilities to respond to critical events, including an advanced mobile charging and uploading solution. Sworn members continue to properly tag and annotate videos with a categorization rate of over 99.5% for the almost-two million videos recorded each year.

The MPD is pleased to be at the forefront of police departments using body-worn cameras. Our officers have been eager to use this technology. The willingness of MPD officers to be early adopters of this technology demonstrates their strong commitment to safeguarding and providing the best service to our residents.

Quick Reference

Axon Body Worn Camera

Operation and Annotation Requirements

Step 1: Recording

The AXON flex system has two operating modes. The default mode, or BUFFERING mode, provides pre-event buffering to capture activities that occur before you activate the EVENT (recording) mode.

1. Turn the system on. Move the ON/OFF switch to the ON position.
 - » The camera takes a few seconds to boot up and be ready to record (the red area under the switch will be exposed with the switch moved to the ON position).
 - » The operation LED will be solid red and then transition to blinking green when the system goes into BUFFERING mode.
 - » The system will go into BUFFERING mode after the boot up sequence. The BUFFERING mode holds the previous 30 seconds of video (NO AUDIO) leading up to the beginning of a recording.
2. To record, quickly double-press the EVENT button.
 - » The system now records audio as well as video.
 - » The system will beep twice to let you know that recording started. The 2 beeps will repeat every 2 minutes (if the system is muted, there will be no audio notifications).
 - » The operation LED will blink red.
3. To stop recording and return to BUFFERING mode, press and hold the EVENT button for at least 3 seconds until there is a long, audible beep.

Because the system does not capture audio in BUFFERING mode, the first 30 seconds of a recorded event will be video-only (depending on your agency's settings). BUFFERING mode starts only after the camera is turned on. The system does not record when the Axon flex controller is turned off.

Step 2: Controller Operation LED

The controller's operation LED displays the system's current operating mode.

Operating Mode	Controller LED
Recording	Red (Solid)
Buffering	Green (Blinking)
Standby	Blue (Solid)
Off	Off

Step 3: Controller Battery LED

The controller's battery LED displays the battery's remaining capacity, when the device is being used or when charging.

Battery Capacity	Battery LED
Full	Green (Solid)
Low	Yellow (Solid)
Very Low	Red (Solid)
Off	Off

Step 4: Audio Notification

The AXON flex camera emits beeping sounds called audio prompts to notify you of the system status. These audio prompts usually occur after you perform an action with the controller.

Step 5: Recharging the Battery and Uploading Data

If you do not have an EVIDENCE.com Dock, upload video with a Windows compatible computer using EVIDENCE Sync: [EVIDENCE.com/syncdownload](https://evidence.com/syncdownload).

1. Ensure the controller is off. Insert the camera and controller into the EVIDENCE.com Dock as shown. The EVIDENCE.com Dock automatically uploads the data to EVIDENCE.com. When a video uploads successfully to EVIDENCE.com, that video is removed from the camera. (The camera must be registered to your EVIDENCE.com account.)
2. At the beginning of the next shift, ensure that your camera (if one has been assigned to you) displays with a green LED before removing it from the EVIDENCE.com Dock.

Step 6: Pairing AXON Cameras with a Smart Device

1. While holding down the volume/pairing button, move the ON/OFF switch on the AXON flex controller or body camera to the ON position.
2. Wait until you hear 3 beeps. The pairing LED will blink green.
3. Release the volume/pairing button.
4. Using your smart device's Bluetooth settings, pair with the AXON camera.
5. You will hear 3 beeps when devices are paired. The AXON system will then go into BUFFERING mode.

For a complete list of Camera Upload Status LED indicators, see the full documentation on the BWC page on MPDC Inside.

CCTV *and* Digital Evidence Help Make Cases More Quickly

Through the use of Closed-Circuit Television (CCTV), the Metropolitan Police Department aims to enhance the safety and security of all residents. MPD utilizes CCTV to support a myriad of public safety operations in the nation's capital, including major events and emergency support.

The Department's CCTV software links with cameras from the Department of Transportation and other public agencies so detectives can get footage of a crime more quickly. The MPD currently has 332 crime cameras, including 22 mobile trailer units which can be placed around the city depending on need. Strict protocols and safeguards have been established for all MPD linkages with other publicly-operated CCTV systems; access to these outside systems is controlled by the

agency that operates the cameras, not by the MPD.

As the nation's capital, Washington, DC is home to the White House, United States Capitol, and all three branches of the federal government. It is a destination for tourists from across the world, has over 170 embassies, and is a frequent rallying point for various First Amendment demonstrations. During major planned and unplanned events in the District, MPD activates the Joint Operations Command Center (JOCC) — including its CCTV system — to oversee communication and facilitate collaboration between local and federal law enforcement agencies. The decision to activate the JOCC is made at the discretion of the Chief of Police or his/her designee. The JOCC was activated 41 times in 2022.

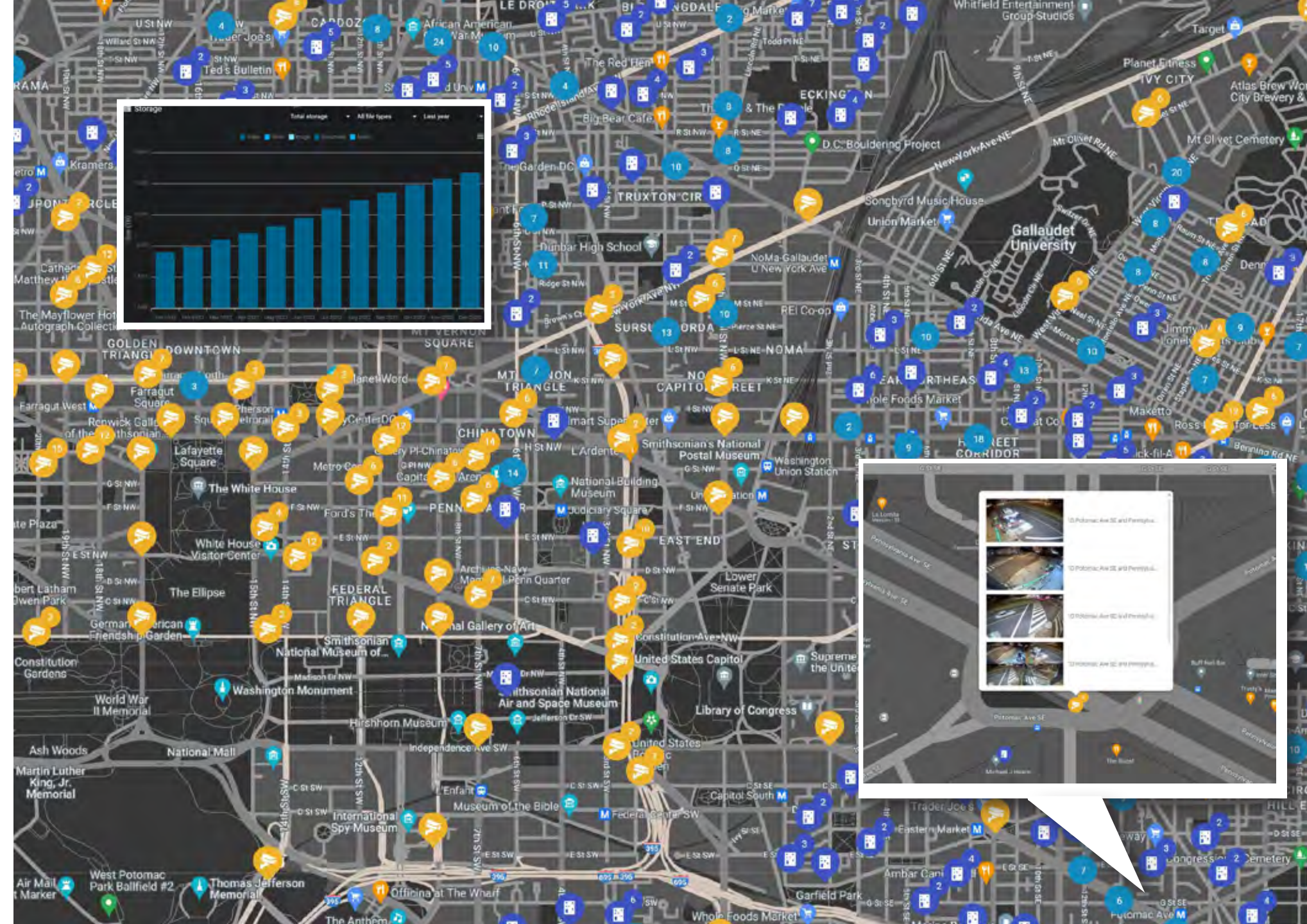
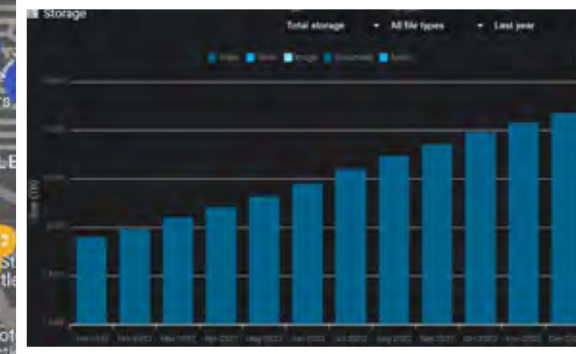
In 2022, MPD implemented a new

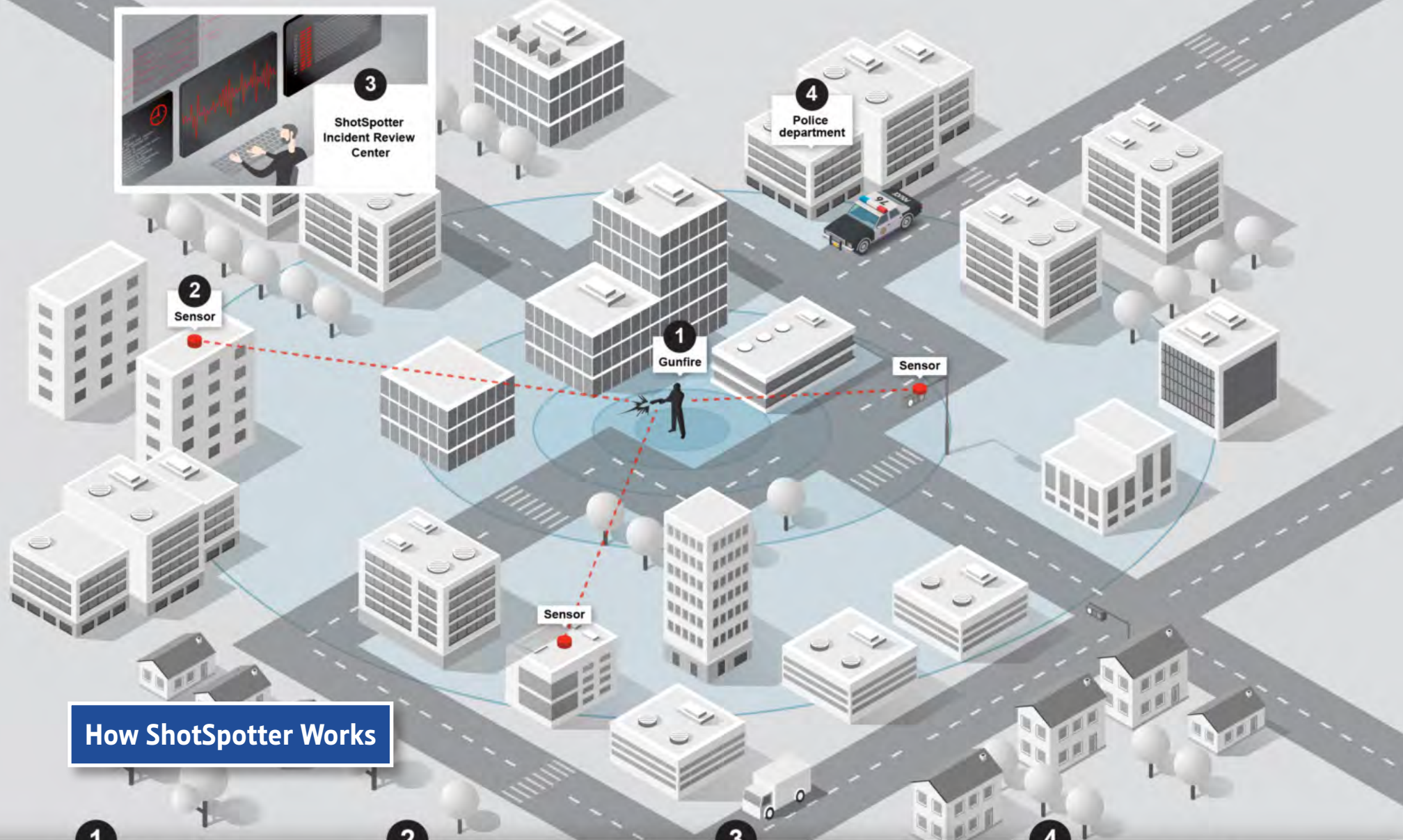
digital evidence management system — Genetec Clearance — to receive, process, and deliver CCTV video evidence from the 300+ MPD CCTV cameras to MPD investigators and other agency partners. This cloud-based system fully automates the delivery of CCTV video footage via a web-based self-service feature. The MPD investigator can securely share it with other investigators or partner agencies.

MPD also invites DC residents to participated in the Private Security Camera System Incentive Program, which offers a rebate for residents, businesses, and other institutions that purchase and install their own security system. The private cameras are then registered with Genetec Clearance's centralized camera registry. Over 23,000 entities have registered with this program to date.

In 2022, the CCTV program successfully handled over 4,700 video request cases. The new system ensures quick delivery of evidence and faster processing of cases, cutting processing time from an average of 12 hours in 2021 to six hours in 2022.

All MPD investigators are using this new platform for CCTV video retrieval. The CCTV team is currently working on several initiatives, including adding mapping-based request protocols and consolidating all CCTV video requests from outside MPD (such as FOIA, OAG, etc.) into Clearance. Going forward, the CCTV program will continue to strive to enhance public safety while ensuring privacy.





How ShotSpotter Works

- 1 Gun is fired**
 When a gun is fired, the sound of a muzzle blast radiates outward.
- 2 Gunshot is Detected and Located**
 Acoustic sensors are triggered by the impulsive sound. The sound is classified as a gunshot using artificial intelligence and triangulation determines the precise location.
- 3 Gunshot is Reviewed**
 The data is relayed to the ShotSpotter Incident Review Center where analysts quickly audit the data and publish confirmed gunshots to police.
- 4 Police Respond**
 Alerts are sent to dispatch centers and patrol officers' smartphones and MDTs for immediate response. The entire process takes less than 60 seconds.

TECHNOLOGY

ShotSpotter Provides Ears *on the Street*

ShotSpotter is gunshot detection and acoustic surveillance technology that uses sensors to detect, locate, and alert law enforcement agencies of potential gunfire incidents in real time. Official coverage areas are designed by ShotSpotter in conjunction with MPD, to target high population density areas with frequent sounds of gunshots incidents. With ShotSpotter, officers can arrive at the scene of a crime with an increased level of safety because they have a near-exact location of where the gunfire took place, usually within about 82 feet. Additionally, because alerts come in immediately after a shooting, an officer may arrive on a scene with the shooter still there and they may be able to interview key witness-



An example of the ShotSpotter Respond interface showing how alerts are generated and displayed. This system is monitored by the Department's Command Information Center.

es still at the crime scene. MPD began implementing the ShotSpotter system in 2006. Since then, ShotSpotter has adjusted coverage, added sensors, and upgraded system components.

Over time, they have also enhanced their technology and the system's ability to distinguish gunshots from other impulse noises. For example, the number of impulse noises — a category of acoustic noise that includes unwanted, almost instantaneous sharp sounds coded

as gunshots — during Independence Day celebrations (i.e., fireworks) have significantly decreased over the past five years.

Number of ShotSpotter Detections, by Police District

District	CY 2021	CY 2022	Change
1D	237	226	-5%
3D	272	201	-26%
4D	361	290	-20%
5D	714	601	-16%
6D	2,830	2,443	-14%
7D	3,850	3,256	-15%
Total	8,264	7,017	-15%

A ShotSpotter incident may involve one gunshot or multiple gunshots, depending on the time elapsed between each shot.

License Plate Readers Are *a Critical Tool* for Rapid Communications

License Plate Reader (LPR) technology captures images of license plates and compares them to those of vehicles sought in connection with active crimes, missing persons cases, carjackings, and other serious incidents. This program helps the MPD reduce and prevent crime by enabling our officers to have near-immediate notifications for vehicles of interest.

There are currently 29 fixed LPR locations and 34 mobile LPRs deployed in the District. Additionally, there is one mobile trailer. In August 2022, the MPD partnered with neighboring Prince George's County in Maryland, so our agency can now see verified LPR hits there as well. The LPRs in the District capture an average of about 300,000 reads per day, or over 110 million reads per

year. In 2022, the LPR system helped find 22,188 matches to known vehicles of interest.

The MPD has maintained the following policies related to the use of LPR to address privacy concerns:

- ☉ No member shall use or authorize the use of any LPR system for any reasons other than official law enforcement purposes. The system is monitored for any potential misuse.
- ☉ LPRs shall be used only by members who have been trained and certified in the use of the equipment.
- ☉ LPR images are only stored by the Department for 90 days. It is then destroyed unless (1) there is a positive, verified hit, (2) the data/image is part of an active criminal investigation, or (3) it is subject to a litigation hold.
- ☉ Positive, verified hits are retained for a one-year period, before being purged.

LPR IN THE REAL WORLD

On September 22, 2022 at approximately 7:30 AM, MPD responded to a call for an Armed Carjacking in the 2700 block of Good Hope Road SE. Upon arrival, they located a victim who reported she was just carjacked at the gas station. During this offense, the suspect demanded the keys from her while displaying a handgun. Less than two hours later, LPR was alerted for the victim's vehicle at East Capitol Street and Benning Road, NE. Uniformed members of the Department immediately responded to the area and were able to stop the vehicle in the 800 block of 26th Street, NE.

The suspect was then discovered to be in possession of an unregistered handgun. During the subsequent investigation, the suspect was positively identified as the individual who conducted the carjacking and placed under arrest. Further investigation revealed that he had an active warrant for Parole Violation.

License Plate Reader technology has figured in many other cases over the years it has been in service with the Metropolitan Police Department. Our investigators and the cases they pursue have benefited from the valuable information that the system provides, enabling them to bring closure to many more victims of crime than might have been possible otherwise.

The District's License Plate Reader program consists of over two dozen fixed-camera locations and more than 30 mobile deployments, which allow for greater flexibility to position cameras where they can be of the greatest utility in catching known suspects or helping locate missing persons.



REPORTS & STUDIES

Data is a valuable tool that helps law enforcement agencies identify crime trends, evaluate what works, and identify new areas for growth. The MPD uses data for everything from addressing bias-related crimes to processing fire-arms evidence. As part of our commitment to public transparency, the MPD welcomes independent studies that analyze our data to determine how we do things. This agency is proud to consistently measure up to the high standards set by ourselves and others.



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Investigating *and* Preventing Hate Crimes *in the* District of Columbia

The Metropolitan Police Department is a leader in the area of combating bias-related crimes. The Department works proactively to support consistent reporting and thorough investigations. Our strategy to address bias-related crime includes specialized community policing, enhanced officer training, strong data reporting, and robust investigations.

Several MPD units work together to ensure any potential hate crime reported to MPD is identified and investigated. Patrol is often the first unit to identify a hate crime and must note on a police report that there are possible hate crime indicators. Notification is made to the Special Liaison Branch (SLB) so that they can work with the victim and the community, and to detectives to conduct a thorough investigation into both the criminal elements

and the possible motive. SLB members also provide cultural competency and hate/bias response training to all cadets and recruits, and reminders are provided to all MPD members.

Note that it is not up to a patrol officer to conclude whether a crime is motivated by bias, but only to note that there may be hate crime indicators. All potential hate crimes are reviewed by an MPD panel to ensure that cases are appropriately classified. If MPD makes an arrest, the case is presented to prosecutors, who make their own determination on whether there is enough evidence to take the case to trial.

We know it can be difficult for victims to come forward or to report that a crime may be motivated by bias. Our officers take every incident seriously, and make every effort to treat each case with dignity and compassion.

REPORTING A POTENTIAL HATE CRIME

If you have been the victim of a hate crime, know of, or have witnessed a hate crime, you can report this in several ways

- ☉ Call 911 for a crime in progress or one that has just happened
- ☉ Call or visit your local Metropolitan Police Department district station.
- ☉ Call the Hate Crimes Voicemail at (202) 727-0500, which allows individuals in the District to provide information regarding hate crimes anonymously, if they wish. Please note that MPD may not be able to investigate the information as a crime if there is not enough information, so contact information for any follow up questions may be helpful.
- ☉ Mail a written statement with the complaint that contains information to support a claim that the incident constitutes a bias-related crime. Statements should be sent to:

Hate Crimes Coordinator
Homeland Security Bureau
Metropolitan Police Department
300 Indiana Avenue, NW, Room 3000
Washington, DC 20001

- ☉ Emailed responses can be sent to hate.crimes@dc.gov

Study Finds No Evidence *of Bias in Threat Assessments for 1A Assemblies*

In October 2022, the DC Office of Police Complaints published an independent study conducted by the National Policing Institute (NPI), which evaluated whether or not there was evidence of bias in the Metropolitan Police Department's threat assessments for First Amendment Assemblies. The report, titled "A Study of Bias in the Washington D.C. Metropolitan Police Department's Threat Assessment Process," found no evidence of bias.

Acknowledging that MPD responds to assemblies and events in the nation's capital at a level that is not experienced by other agen-

cies, the NPI initially focused on arrests, injuries, and use of force data. The review later expanded to consider MPD policies, procedures, and reports; interviews with MPD personnel; comprehensive reviews with subject matter experts; comparisons of MPD's threat assessment

process with other law enforcement agencies; and an analysis of the Civil Disturbance Unit (CDU) manuals using inductive thematic content analysis.

NPI's wide-ranging analysis and assessment found no indications of bias in the data it reviewed. Similarly, NPI found no indications of bias in the processes used to assess threats in preparation for First Amendment demonstrations in the District.

NPI expressed its belief

that "MPD follows a threat assessment process that seeks to promote thoughtful, informed, and unbiased assessments." NPI concluded that MPD's "threat assessment process is governed by District legislation and informed by years of experience in managing thousands of demonstrations a year."





REPORTS AND STUDIES

New NIBIN Mobile Command Helps Quickly Process Gun Information

In April of 2021, the Alcohol, Tobacco, Firearms and Explosives (ATF) Washington Field Division leadership worked with ATF Headquarters to create the National Integrated Ballistic Information Network (NIBIN) Mobile Command Center (MCC) to help the Metropolitan Police Department process firearms.

The development of the Mobile Command Center was no small feat. The unit was composed of a diverse team of agents, analysts, and task force officers to assist with crucial laboratory work. Without a doubt, the creation of the MCC resulted in all evidence being processed within 24 hours and even returned leads within 48 hours or less.

The MCC was operational for four months, between April 12, 2021 and August 9, 2021. Among its many

accomplishments the MCC was responsible for:

- Collecting 695 crime scene cartridge cases into NIBIN, resulting in 373 leads.
- Test firing 657 firearms and entered them into NIBIN, resulting in 169 NIBIN leads.
- Tracing approximately 700 recovered firearms.
- Conducting 15 media and dignitary visits.
- Providing training for the former Gun Recovery Unit, Homicide, District Detective Unit detectives and MPD Cadets.

In recognition of the NIBIN team's contributions to the safety of District residents, Chief Robert J. Contee III gave the unit special recognition with at the 22nd Annual MPD Awards Ceremony, in May 2022.

WHAT'S IN A NAME?

The NIBIN Investigations Unit was created to investigate all gun-related crime in DC and to provide investigative and analytical support for all investigations involving NIBIN leads. They coordinate all NIBIN-related matters with the ATF/MPD NIBIN Site operating at the Department of Forensic Sciences. The NIU conducts the following:

- Triage, Refer, and Track all NIBIN Leads
- Facilitate Hit Confirmations with the ATF Lab
- Review and Investigate all Tier I NIBIN Leads
- Coordinate and Assist Detectives with ongoing investigations involving NIBIN leads
- Investigate all Gun Arrests (Privately Made Firearms – Ghost Guns & Glock Switches)
- Conduct comprehensive Firearms Tracing
- Facilitate Firearms Trafficking Investigations
- Facilitate National Firearms Act (NFA) Violation prosecutions
- Conduct RICO/VICAR Investigations into violent street crews



Get Involved

The Metropolitan Police Department is always looking for ways to improve and your involvement helps inject new energy and ideas. There are many ways to take part in the happenings of our agency. If you're interested in helping us grow and improve, please get in touch.

<h3>See yourself in uniform?</h3> <p>Join the Department as a sworn member — either as a Cadet (18–24), full-time professional, or Reserve Corps (volunteer). It's a rewarding career and you'll be making a difference in the nation's capital. Visit joinmpd.dc.gov today to get started.</p>	<h3>Help advise the Chief on various matters.</h3> <p>Help guide the direction of the agency as a member of the Citizen's Advisory Council. District residents meet monthly with the Chief of Police to discuss issues and recommend policy. Learn more at mpdc.dc.gov/cac.</p>	<h3>Volunteer your time to make a difference.</h3> <p>From helping out with a community outreach event to aiding in office work or helping analyze evidence in a cold case, our Citizen Volunteers help in all aspects of the agency. Find out how you can help by visiting joinmpd.dc.gov.</p>	<h3>Help the DC Police Foundation.</h3> <p>The Washington, DC Police Foundation provides much-needed resources and support for MPD's special events, recognizes our hard-working members, and creates unique opportunities to connect with our communities. Visit dcpolicefoundation.org.</p>
<h3>Connect with us on social media.</h3> <p>MPD uses many ways of communicating with the public, including press releases, email, broadcast messages and video, and more. One of the easiest ways to keep up is via social media. To see all of our social media handles, please visit mpdc.dc.gov/social.</p>	<h3>Join a community discussion.</h3> <p>Interested in connecting with others in your neighborhood to talk about public safety and policing? MPD's Google Groups offers a way to meet other people concerned about crime and other issues, with input and reponse from MPD's Outreach Teams. Visit www.mpdc.dc.gov/discussion to get started.</p>	<h3>Report a crime or provide a tip.</h3> <p>Have you witnessed a crime? Do you know of illegal activity or an illegal gun in your community? You can provide this information to police anonymously by calling (202) 727-9099 or texting the Crime Tipline at 50411. Your information could also be eligible for a reward. Learn more at mpdc.dc.gov/rewards.</p>	<h3>Meet your police department up close.</h3> <p>Interested in learning even more about how MPD operates and protects the residents and visitors of the District? Consider taking part in our Community Engagement Academy, a six-week hands-on program where you'll learn how we train, investigate crime, and much more. Start at joinmpd.dc.gov/cea.</p>

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- University of the District of Columbia
- Gallaudet University
- Howard University
- Naval Postgraduate School
- Target Corp.
- Walmart
- Starbucks





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