

# MPD Response to Cultural Assessment:

## Improvements to Policies, Procedures and Practices Related to EEO

The Metropolitan Police Department has implemented several measures to improve our policies, procedures, and practices as they relate to Equal Employment Opportunity (EEO).

### Revised Policy

On June 23, 2023, MPD issued a revised General Order 201.09 – *Equal Employment Opportunity* (available at [https://go.mpdconline.com/GO/GO\\_201\\_09.pdf](https://go.mpdconline.com/GO/GO_201_09.pdf)). The revised policy incorporates the different forms of unlawful discrimination in MPD policy, and it provides guidance on preventing discrimination and response if it does occur. In addition to detailing the informal resolution process, the policy outlines the formal process for investigating internal and external complaints. Lastly, the policy establishes the department's requirements for training in this area.



### Departmentwide Training

The release of this policy was accompanied by departmentwide training. This robust training module covers a number of important topics, including the mission of the Chief Equity Office; recognizing, preventing, and responding to harassment and discrimination in the workplace; and additional training for supervisors. MPD has begun incorporating these topics into other required trainings, including for command staff, annual in-service training for all sworn members, and recruit and cadet training.

### Organizational Restructuring

An organizational restructuring delineates two important functions in this area: EEO counseling and EEO investigations. EEO counseling is a secondary duty for those members who have been certified and the administrative responsibility for overseeing that work will stay with the Chief Equity Office. Under the new structure, MPD's Internal Affairs Division has taken over as the primary entity responsible for conducting EEO-related investigations.

Moving forward, the **Chief Equity Office**, under the command of the **Chief People and Equity Officer**, serves as the entry point for all EEO-related issues that are raised by members, and this office will have primary responsibility for gathering and analyzing EEO-related data. Ensuring that MPD collects accurate and robust data in this area is critical for identifying concerns and opportunities for improvement.

These improvements were developed based on an internal review of MPD's existing EEO process, including the structure and functions of the EEO Office, and supported by the recommendations included in PERF's report. In addition, these policy updates factor in relevant recommendations from DC Office of Human Rights and the DC Office of Racial Equity's Analysis of Special Operations Division Cases (available at <https://mpdc.dc.gov/node/1645431>).