



In the wake of the tragedy which took place in Minneapolis, Minnesota, we have had community members reach out to us asking about our bias-based policing policies and training. This document describes RPD's continued education, training, and participation surrounding bias-based policing.

Cultural Diversity Panel

We participate in Cultural Diversity Panel's which includes community members and people from other law enforcement communities.

In 2019 we began working with COCC and other community partners to bring the Red Door Project to Central Oregon. The mission of the August Wilson Red Door Project is to change the racial ecology through the arts. The Red Door Project, which would include "Hands Up" and "Cop Out" was set to take place in March and had to be postponed due to the COVID19 pandemic. We are still hoping to bring the project to Central Oregon in the near future.

Oregon STOP (Statistical Transparency of Policing)



RPD participates in the state led STOP (Statistical Transparency of Policing) Program. The STOP program stems from the 2017 Oregon Legislative Session, where HB 2355 was enacted and signed into law in an effort to assure fair and impartial policing. The bill requires:

- All Oregon Law Enforcement Agencies (LEAs) to collect specific data related to officer-initiated traffic and pedestrian stops.
- Oregon State Police, in consultation with the Criminal Justice Commission (CJC) and the Department of Justice (DOJ), to establish a standardized method for the collection of required data elements from Oregon LEAs.
- CJC to perform the requisite data analysis to identify patterns and practices of profiling and deliver a report to DPSST to provide advice or technical assistance based on the best practices of policing to LEAs.

Daily Training Bulletins

All employees complete Daily Training Bulletins (DTB). DTB's are mini scenario-based exercise's which incorporate our department policies. At the end of the DTB there is a policy-based question which the employee must answer correctly before the DTB is completed. DTB includes policy 401- Bias-Based Policing.

In-service Training

Yearly we receive ethics training, which in the past has incorporated implicit bias and bias-based policing.

Officer's attend diversity and inclusion training taught by law enforcement and outside of law enforcement. This includes classes, such as Waking Up White, taught by Central Oregon Community College.

Other Training Areas

Other relevant training we participate in includes de-escalation and CIT (Crisis Intervention Training). As an agency, we are working towards having all officer's complete the week-long Crisis Intervention Training (CIT). CIT training teaches officers to recognize signs and symptoms of mental illness and how to effectively intervene when a crisis occurs.

We are always looking for ways to improve our diversity and inclusion training and encourage you to reach out to us if you have suggestions for our continued growth. Also, feel free to contact us with any questions or concerns.



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