



## Session 28 | Innovative Approaches to Seeking Racial Equity in Law Enforcement Oversight

September 14, 2020

3:00 p.m. – 4:30 p.m. EDT

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Often, racial inequity is the result of many years of policy, practice, and power that is difficult to address by individual agency initiatives. This session will highlight the work of the Office of the Independent Police Auditor (OIPA) of the Bay Area Rapid Transit District (BART), which has oversight of the BART Police Department (BPD). Faced with several studies clearly pointing to racial disparities in policing of the sprawling BART District, OIPA staff embarked on training provided by the Government Alliance for Racial Equity (GARE) to inform its work and mission, and OIPA became an organizational member in 2019.

OIPA has successfully leveraged its relationship not only with BPD, but also within the larger organizational structure of BART, including the elected Board of Directors and other departmental managers and employees. This ongoing training with GARE is a substantial financial and year-long commitment to racial equity data collection, structural systems analysis, and intensive training, to bring a racial equity lens to all of the work at BART that will potentially impact millions of people throughout the nine county region.

Representatives from OIPA, the GARE leadership team, and a regional GARE member from a different jurisdiction will present this innovative approach and discuss the process, value, workload, and outcomes. It is hoped that participants will see an opportunity for oversight to address racial inequity within their agencies and in the context of the overarching governmental structure by approaching service to the public with the intention of minimizing or eliminating disparate impact.

### Speakers:

- Russell Bloom, Independent Police Auditor, Bay Area Rapid Transit Authority, Oakland, CA
- Patrick Caceres, Investigator, Office of the Independent Police Auditor, BART, Oakland, CA

### Speaker Biographies

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**Russell Bloom** | Russell Bloom is the Independent Police Auditor at the BART Office of the Independent Police Auditor (OIPA). Mr. Bloom came to OIPA as an Investigator in 2014 after working as an in-house investigator at an Oakland, California civil litigation firm. Mr. Bloom has also served on the Berkeley, California Police Review Commission, including terms as vice-chair and chair. He received an undergraduate degree from the University of California at Berkeley, and a JD from the New College of California School of Law. His law school experience included a judicial externship with US District Court Judge Thelton Henderson. He lives in Richmond, CA, and is the father of two adult sons.

**Patrick Caceres** | Patrick J. Caceres is the Investigator at the BART Office of the Independent Police Auditor (OIPA). Mr. Caceres has over seventeen years of professional experience in public service for government agencies in the Bay Area. He obtained his Master's in Public Policy from the Harvard Kennedy School of Government and is a summer lecturer for UC Berkeley's Goldman School of Public

Policy. Prior to working with OIPA, he served for over ten years as the Director and Policy Analyst for the Oakland Citizens' Police Review Board, now called the Community Police Review Agency. While in Oakland, Patrick helped establish Oakland's Department of Race and Equity and throughout his career has organized, lectured and researched on matters involving civilian police oversight and racial profiling. He lives in Berkeley, California with his wife and children.