

THEME #1

Re-examine and Re-Assign Police Roles to Non-Police Staff

Identify the roles we are imposing on police officers and think through where we want/need their support and where we might bring in other experts instead.

Examine the allocation of roles and resources in areas that relate to safety, as between police and other campus or community functions, and with a lens of prevention and care (e.g. mental health).

Mental health challenges of students are better served by mental health professionals.

Reimagine alternatives for mental health support that would remove policing as the primary response.

Explore alternatives to armed police responding to issues like mental health and sexual assault.

Issues of mental health have varying layers, often escalation of situation occurs as a result of police presence. Need to re-imagine "community team responses" to crisis, not just police response.

Review funding models to put more resources to mental health first responders.

Commitment to moving towards less armed law enforcement on campus even if it's not one size fits all.

THEME #2

Definitions of Safety & Security are Not Inclusive or Holistic

WHO feels policed versus protected.

Conceive of safety and well being as creating a community where everyone thrives.

Guardian Mindset vs Warrior mindset for selection, integration and operations. Focus on "protect and serve."

Identify what campus safety at UC should look like.

Increase conversations regarding what do we need to make people feel safe?

There must be a conception of campus safety and well being as creating a community where everyone thrives.

Separation of safety vs security

THEME #3

Better Data & Increased Transparency are Necessary

Consistently collecting and transparently communicating data on community experiences with police, including by race, is critical.

Create more transparency in police data and how officers are promoted and transferred between campuses.

Increased need for transparency and accountability

How does the University gather data and respond to facts while communicating consistently systemwide to affect change?

Increase transparency

Transparency - how to share, who to share with, what to share

THEME #4

Moving Forward Requires Reconciliation and Acknowledging the Past

Understand language and history of policing

There must be reckoning of the past before moving forward to a better future.

Transformation cannot be achieved without reconciliation and acknowledgment.

The re-imagining of the future of safety must recognize the past.

There must be a reckoning of the history of policing before moving forward.

Need to have an ongoing commitment to building trust between campus police and campus community because of the rotating nature of university.

Trust between communities - how to evolve this relationship despite past history and mistrust

THEME #5

Understanding Lived Experiences is Key

Centralize Black experiences with police in the conversations and solution of policing/safety changes.

Lived experiences shape/frame one's perceptions of the police.

Need to elevate lived experiences as part of the data gathering and information seeking process.

Equity and justice, and recognizing the diversity of lived experiences in our community, are key to this conversation and thinking about how to include and engage all in t.

THEME #6

Accountability

Accountability - good intentions alone don't rectify historical power disparities

Systemwide leadership and guidance is needed to achieve fundamental change, transparency, and accountability (e.g., scope and role of accountability/advisory boards, etc.).

Confront the University's structural racism that requires change and identify where individual accountability is needed.

Increased need for transparency and accountability

THEME #7

Solutions Require More Meaningful Student Input and Involvement

Student voices need to be a big part of the discussion, solution and implementation.

True student input into decision making. Ensuring proportion of students matches voices of the UC Community.

Our conversation needs to focus on those that don't feel safe—students need to be heard.

Other Themes

Uncategorized / Other

System wide solutions vs. 10 campus individual solutions - need more thought here

Embodiment a system of transparency. Alignment of opportunity given the state of readiness. Take into consideration the nuances of what we mean by safety. "What are the practical next steps for us?"

Increase understanding of mutual aid agreements between campus police and other law enforcement agencies.

UCPD and municipal police are different, culturally and in terms of how they screen. Especially true for African American and women officers.

Concerns with profiling of students and staff of color and criminalization of unhoused communities around campuses

All share the responsibility and need to broaden the use of tools and techniques. Tackle broader structural issues.

A community driven restorative justice process for survivors.

Have human relationships with understanding and respect.

Investment in police versus investment in student resources

Racism is a public health issue and is everyone's responsibility.

1. Systems change is critical. We need a culture shift. 2. Accountability, leadership and language matter.

Residence halls/residence life special safe space for students

Equity and Empathy is key to building trust don't criminalize hunger, homelessness, mental illness