UPDATE ON CAMPUS SAFETY TASK FORCE

UC BERKELEY

UPDATE ON CAMPUS SAFETY TASK FORCES

FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu **cc:** Cathy.Osullivan@ucop.edu

CAMPUS   Berkeley

CONTACT PERSON   Marc Fisher

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members*

All members are also listed on the Chancellor's Independent Advisory Board on Police Accountability & Community Safety Website.

Name	Constuen t Group/Title	Vong Status	Email
Steven Raphael	Faculty / Professor	IAB Co-Chair (Voting Member)	
Kerby Lynch	Graduate Student	IAB Co-Chair (Voting Member)	
Mia Settles-Tidwell	Administrator / Assistant Vice Chancellor/Chief of Staff	Staff to the Board - IAB (non-voting)	
Mahasin Mujahid	Faculty / Professor	Voting member	
Peyton Provenzano	Graduate Student	Voting member	
Brie McLemore	Graduate Student	Voting member	
Lucy Andrews	Graduate Student	Voting member	
Ahmad Mahmuod	Undergraduate Student	Voting member	

Nick Araujo	Undergraduate Student	Voting member	
Amina Jones	Undergraduate Student	Voting member	
Billy Curtis	Staff / Executive Director: Centers for Educational Justice & Community Engagement	Voting member	
Valerie Smith	AFSCME	Voting member	
Adisa Anderson	Staff / Psychological Services	Ex-officio member (non-voting)	
Amy Lerman	Faculty	Ex-officio member (non-voting)	
Margo Bennett	Chief of Police	Ex-officio member (non-voting)	
Marc Fisher	Exec Chancellor Designee / VCA	Ex-officio member (non-voting)	
Ruben Lizardo	Gov't Affairs Staff / Director, Local Government and Community Relations	Ex-officio member (non-voting)	

b. *If different, please provide the names, titles and emails of your campus police advisory board members*

N/A

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

Berkeley has taken a holistic approach to campus and community safety in and around campus. Along with the Chancellor's Independent Advisory Board on Police Accountability and Public Safety, the Chancellor has spelled out specific initiatives for the campus to address during this academic year.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address*

certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?

> The Mental Health Response Advisory Committee at UC Berkeley has met monthly to redesign mental health response on campus. The team is reviewing various mental health program models and partnership opportunities (e.g. CAHOOTS, CATT, City of Berkeley mobile response, community programs, etc.). A recommendation is forthcoming for the Chancellor's review and approval in May 2021.

b. ***For Campuses with a Medical Center****: What additional considerations or approaches can be taken in the medical center?*

> N/A

c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.*

> Our Security Patrol Officer (SPO) Program provides non-sworn, uniformed officers at University facilities both on and off of the central campus. Their primary responsibility is to provide security, and safeguard University property. They also provide other roles that include video technicians, field evidence collection, and special event staffing. In 2015, the SPO program provided security coverage at 14 campus sites, Lawrence Berkeley National Laboratory, and the University of California Office of the President.
>
> In addition, our Community Service Officer (CSO) Program is staffed by a cadre of up to 60 part-time student employees. The CSOs provide the BearWALK night safety escort service to students, faculty and staff. CSO activities provide a high-profile uniformed presence during the hours of darkness, and positively impact the coordinated safety efforts for the entire campus. The CSOs also provide a contracted presence in residence halls and libraries. Additionally, in cooperation with UC Berkeley Parking & Transportation, the Night Safety and Door to Door Shuttles served over 140,000 passengers.

d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

> The campus would need to create MOUs for service with the local police departments in the cities where the campus has property. This would include the City of Berkeley Police Department, Albany Police Department, Oakland Police Department, Emeryville Police Department, Richmond Police Department and Kensington Police Department.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed

during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

a. *Please complete the Excel report template with available data (attached with email) for your campus.*

The referenced data has been provided to the Council of Chiefs.

b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

All data has been provided in the Excel file sent to the system Chiefs.

c. *If RIPA data are not yet available, what would be required to accelerate availability?*

We are working to purchase an additional module to our Computer Aided Dispatch and Records Management System (CAD/RMS) to assist in collecting and compiling RIPA data.

d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

police.berkeley.edu Having recently transitioned to a new CAD/RMS system we are working to develop the necessary capabilities.

e. *Confirm here the website your campus uses to post UCPD complaint data:*

police.berkeley.edu

f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*

Annual Security & Fire Safety Report: UC Berkeley

V. Reconciliaon:

a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

- Increasing data transparency to UCPD budget and funding

- Redesigning mental health response to include mental health professionals to serve as first responders in wellness checks and mental health emergencies in an effort to reduce the role of armed officers in non-criminal calls. The mental health responders will not be part of UCPD.

- Reviewing trainings provided to UCPD and by UCPD to ensure that they are consistent with creating a campus that is safe and welcoming for all

- Reviewing tools and equipment used by UCPD and exploring what a less armed UCPD presence might look like

- Establishing a community engagement strategy led by the IAB creating necessary campus partners and decision-making bodies to execute the IAB's charge

- Increasing support to the unhoused population around campus by hiring a full time social worker serving as Faculty Advisor on Homelessness

- Reduce prominence of the police department currently near the campus' central location, Sproul Plaza

- Embedding a code of ethics for police officers in People & Culture's professional conduct protocol

- Moved the Office of Emergency Management and the Clery Act team out of UCPD to VCA and Civil Rights & Whistleblower Compliance, respectively

- Moving security technologies primary ownership and management out of UCPD to Facilities and IS&T including: building access management, security cameras and security alarms

- Establishing an additional alternate location for fingerprinting managed by Berkeley Regional Service's onboarding team

b. *Who on campus is involved in these efforts?*

   The campus involves the Chancellor's Independent Advisory Board on Police Accountability and Public Safety, the Chancellor's Office, the Vice Chancellor of Administration and staff, UCPD and input from the campus community. Specific efforts involve students directly (e.g. Mental Health Response Advisory Committee).

c. *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

   Our campus's antiracism work is focused on strengthening community engagement and belonging. We are defining an Antiracist campus as one that seeks to rid the university, curriculum, learning and working environment of all forms of racism.

   In Fall 2020, we convened an Antiracist Steering Committee that is developing a shared framework to guide Berkeley's efforts to become an antiracist campus. The Committee has proposed the following three initiatives to advance this important work and will help to address historical tensions, grievances and misconceptions.

   1.   A set of baseline Antiracist Professional Trainings for faculty, professional staff,

and administrators and a launch of a Chancellor's Speaker Series featuring leading scholars and practitioners in Antiracism, Racial Literacy, and Campus Climate. Topics will be focused on Anti-Blackness and microaggressions and how to address them.

2.	An Antiracist Institutional Audit of our campus' policies, practices, procedures, and pedagogy. This work is also being conceived through a partnership between the Graduate Division, Equity & Inclusion, People and Culture, Athletics, community partners, and other key collaborators, as they seek Kellogg's Racial Justice $20M award this Spring 2021.

3.	Antiracist Action Planning that includes developing a strategic plan with measurable outcomes to identify the key stakeholders, critical activities, assessment methods, and a reporting procedure to support antiracist efforts and initiatives. The plan also includes preparing an inventory of the antiracism work going on across the campus.

VI. Accountability:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

-	Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.

-	The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.

-	The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.

-	Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.

-	The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.

-	The boards should prepare annual reports of their activities.

a.	*What is the charge, or charter, of your police advisory board?*

For academic year 2020 - 21, the Chancellor's Independent Advisory Board on Police

Accountability and Community Safety is charged with providing the sequencing and prioritization of 2019-20 recommendations, working with the Chancellor and Cabinet to ensure implementation of the IAB report recommendations in a sequenced and timely manner, to host community listening sessions about community safety, and to strengthen the transparency of data around policing on the Berkeley campus. Summary of actions taken:

- The IAB has established the new 2020-21 Board,
- Reviewing the comments from the IAB report,
- Currently establishing sub-committees in the following areas:

    a. Complaint Review
    b. Data & Accountability
    c. Policy Recommendations
    d. Outreach & Education

In 2019, the Chancellor's Independent Advisory Board on Police Accountability and Community Safety established its own charge to (more discussion is needed with the campus to finalize it):

- Assess the needs and concerns related to policing, community safety, quality of life and equity of experience among students, staff, and faculty at UC Berkeley in order to identify needed changes in police practices and training, changes in community safety resources and to ensure equity in campus safety.

- Establish campus community expectations for police leadership and command staff and for policing policies and practices (e.g, transparency, mutual aid, etc.) that are consistent with the mission and values of the University and ensures community belonging and a greater sense of physical and psychological safety among students of color, underrepresented, non-traditional, and marginalized communities on campus (e.g., Black, Latinx, LGBTQ+, formerly incarcerated, undocumented students, student parents, etc.).

- Promote accessibility and accountability to the campus community and the general public by providing open meetings, multiple forums, listening sessions, and public meetings to discuss experiences of community safety and community-centered approaches to improving and/or maintaining community safety.

- Hear community complaints and conduct time-sensitive reviews of incidents of alleged police misconduct and/or alleged harm to the community, as necessary. These reviews will assess the impact of events on community members and interrogate post-incident processes related to community safety and police accountability.

- Provide multifaceted support to campus community members impacted by negative police encounters (directly or vicariously), including but not limited to

facilitating referrals for confidential counseling with University Health Services, aid in communication with relevant faculty and/or supervisors regarding the incident and potential impacts, act as a liaison between impacted individual(s) and University administration/police.

- Improve and strengthen systems of accountability by increasing transparency of policing policies and practices; informing community members of the various ways to submit a formal complaint; providing multiple mechanisms for submitting and responding to civilian complaints; and facilitating the development of easily accessible and transparent reporting mechanisms following interactions between UCPD and the campus community (e.g., for complaints of police misconduct).

- Prepare an annual report for submission to the Chancellor and the broader campus community of all activities, progress, and challenges towards building trust, accountability, and improvements in policing and community safety, which includes recommendations and suggestions for the Chancellor to adopt in pursuit of a healthier and safer campus climate. All reports will be published on the IAB's website and disseminated intentionally to impacted groups.

b. *Does the advisory board review complaints?*

The IAB does not review individual complaints; however, it does consider input from the campus and community in writing its annual report and recommendations. The Police Review Board administers citizen complaints against the sworn members of the UCPD.

c. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committees include students and other campus community members?*

Members of the campus community have been invited to participate in the hiring process for officers. It is UCPD's practice to include the community in decisions about promotions and the department is in the process of extending it to include all new hires.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators ()? If no, but you plan to pursue, what is your timeline?*

Berkeley UCPD is currently a "Candidate Agency" for IACLEA certification. The IACLEA accreditation process provides an in-depth examination of policies, procedures and training to bring them in line with best practices. The initial accreditation process typically takes between one-and-a-half to two years to complete depending on resources and requires ongoing documentation that the department is adhering to its policies, procedures and training directives.

VII. Student and Community Involvement:

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*

Student representatives are included in the Chancellor's Independent Advisory Board on Policing Accountability & Public Safety. A campus-wide survey was sent to students, staff, and faculty to gather their feedback on the IAB's annual report. Responses were used in establishing the Chancellor's response to the annual report.

b. *How is your campus addressing student participation over the long-term?*

Students have been and will continue to participate on the IAB and in current and future surveys to get their input regarding campus safety and policing. Currently a campus-wide survey is being conducted by the [People Lab](#) to better understand student, faculty and staff attitudes and experiences related to campus safety and policing. The People Lab, based in the Goldman School of Public Policy, is chartered to support government partners in designing and evaluating strategies to better recruit, retain, and motivate public servants.

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

Faculty and staff were asked to comment and provide feedback on the 2019-2020 IAB recommendation report. *Faculty and staff are or are planned to be included in committees advising on particular efforts (e.g., IAB, Mental Health Response, Community Engagement)*

VIII. Campus Recommendaons   for Systemwide Guidance:

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*

- Establishing a committee of diverse perspectives to reimagine mental health response
- Reducing the scope of law enforcement responsibilities on campus by transferring management of the following to alternative departments:
    - The Office of Emergency Management
    - The Clery Act Office
    - Building access security, security alarms and security cameras
- Providing an alternate location for fingerprinting away from the UCPD
- Inviting campus community members to participate in the hiring process of officers
- The UCPD collaborating with the IAB in order to ensure that training is culturally competent, relevant to the community, and meets the objectives of community engagement

b. *What aspects of campus safety and security should be locally determined, and why?*

- Decisions related to relocating or reducing prominence of the UCPD
- Decisions on providing additional unhoused support

c. *Do you have any other recommendations or comments?*

UPDATE ON CAMPUS SAFETY TASK FORCE

UC DAVIS

UPDATE ON CAMPUS SAFETY TASK FORCES
FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu **cc:** Cathy.Osullivan@ucop.edu

CAMPUS: UC Davis

CONTACT PERSON: Kelly Ratliff, Vice Chancellor – Finance, Operations and Administration

GUIDANCE FOR COMPLETION

Please complete the following questions and **submit prior to March 12th. Responses to selected questions or all questions** will be publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you confer with your campus task force or at least the task force co-chairs on these responses.

Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses. The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;

- A call for greater **transparency and access to data;**

- A need for **reconciliation;**

- A call for **accountability**, such as through a campus police advisory board or third party certifications or reviews; and

- Increased **communication with and involvement of students**.

REFERENCE MATERIAL

The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:
- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;
- the "wordcloud" that the attendees generated;
- the Jamboard™ output of top themes from each breakout session;
- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members*
   The Next Generation Reforms to Advance Campus Safety Task Force is chaired by Renetta Tull, Vice Chancellor – Diversity, Equity and Inclusion and Kevin Johnson, Dean – School of Law. Membership includes students, faculty, staff, and external partners from Davis and Sacramento. The charge letter with all members is available here. Email addresses were submitted separately.

b. *If different, please provide the names, titles and emails of your campus police advisory board members.*
   The Police Accountability Board (PAB) plays a dual role as both an accountability and advisory board, which is a more significant scope. The PAB was formed in 2014 and is an independent board composed of students, staff, and faculty from the UC Davis and UC Davis Health community. It is unique to the UC system and among few of its kind in the nation. The membership is online.

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

This question is under dedicated examination on the UC Davis campus. During the open discussion of the UC Regents Compliance and Audit Committee in July 2020, Chancellor May acknowledged that, like the other universities in the UC system, the issue of campus safety and policing remains a high priority at UC Davis.

In June 2020, following the death of George Floyd and renewed nationwide focus on the issue of policing, Chancellor May created the Next Generation Reforms to Advance Campus Safety Task Force. More than 30 members of the community were charged with recommending how safety can be best achieved on the Davis and Sacramento campuses. The Task Force is considering issues of representation, interaction with our diverse community, and what policies and philosophies are worth preserving. And if we were to start a police department from scratch, what would that look like?

One of the goals is to find common ground on safety and policing throughout UC Davis. Safety is non-negotiable and of paramount concern. It is incumbent upon us to make sure our community is both physically and mentally safe (i.e., they are safe and feel safe).

UC Davis already took many steps in the name of public safety and policing over the past decade. Following the "pepper spray" incident in 2011, UC Davis established the Police Accountability Board

in 2014. This board, comprised of students, staff and faculty, is unique to the UC system and among few of its kind in the nation. The UC Davis Police Department (UCDPD) is unique in that it includes a Cadet Academy and seeks to hire UC Davis graduates, who are immersed in campus culture and understand community needs. Nearly half of the department's officers (22 of 50) are UC Davis alumni.

Chief Joe Farrow has made mental health and crisis training for UCDPD officers, along with de-escalation techniques, a priority. UC Davis officers are trained as mental health first responders, and on how to respond to a person in crisis. Chief Farrow serves on the Board of Directors for the California Branch of the National Alliance on Mental Illness.

UCDPD is exploring a partnership with UC Davis Fire that would train paramedics to handle these calls for service. This may help in easing tensions and further de-escalate these situations as the police officers would no longer need to take the lead role. A similar approach is in place at the UC Davis Medical Center, where hospital staff assist the police on crisis intervention calls.

When it comes to campus protests, UCDPD works closely with Student Affairs. Police officers are not automatically deployed to protests. They monitor protest activity at a distance, providing students with space for freedom of expression.

UCDPD works with Yolo County to resolve most issues without involving the criminal courts. Most people arrested for crimes on campus, with the exception of felonies, are referred to a Restorative Justice Program.

More needs to be done in the name of campus safety. The deaths of unarmed black and brown people have caused law enforcement departments around the country to come under increasing scrutiny, and rightfully so. We have an opportunity to make significant and meaningful change.

In these politically charged times, public safety reform has come to be characterized by various slogans. There are calls to disband, disarm, or defund the police. These options are worth exploring, but there are concerns with disarming police. Although a peaceful town, Davis is not immune to occasional violence. Furthermore, our Sacramento campus is located in an urban setting with its own safety considerations.

At UC Davis, our goal is to be evidence-based and data-driven in decision making. Reforms must be realistic and feasible and consider consequences and repercussions. Any and all reforms will be regularly evaluated in the spirit of continuous improvement.

Moving forward, UC Davis is poised to re-imagine campus safety and policing. People across the UC system are clearly passionate about this issue and demand change. Our hope is that the exchange of ideas on these issues remains civil and constructive. Ultimately, we have a unique opportunity to make our campuses safer. UC Davis looks forward to discussing how to best achieve these goals.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

The following examples are provided to illustrate efforts made in the last year to re-examine policing at UC Davis. As noted elsewhere in this document, there are many discussions within the Next Generation Reforms to Advance Campus Safety Task Force and additional changes are anticipated.

2021
- Introduced the Campus Core Officer Outreach and Engagement Program, where officers are recent UC Davis graduates, unarmed and nonuniformed.
  https://police.ucdavis.edu/services/core

- Partnering with the UC Davis Fire Department, propose a response team structure for EMS/ Medical Aid and Mental Health response for non-violent de-escalation calls for service.

Spring 2020
- Reduced the number of officers patrolling the Davis campus by 33 percent, based on staffing needs during the pandemic.

Summer 2020
- Created and sponsored a community outreach position assigned to Student Affairs. This position helps to reimagine and actualize public safety as an act of community inclusion.

- Deemphasized enforcement of minor, non-hazardous traffic violations. Eliminated our motorcycle enforcement program.

Fall 2020
- Increased transparency with the redesign of the UCDPD website to include posting all policies and procedures, as well as department-specific data on traffic stops, demographics and budget.

- Department was awarded International Accreditation (IACLEA) https://police.ucdavis.edu/uc-davis-difference/accreditation in October 2020.

- Completed recommendations from the Office of the President Task Force actionable by the campus.

- Ongoing effort to build upon our Student Crisis Response Team partnership in coordination with Student Support and Judicial Affairs.

- Joint response with Student Affairs on First Amendment activities. SA takes the lead in all student protest actions with support, as jointly determined, by the UCDPD.

b. ***For Campuses with a Medical Center***: *What additional considerations or approaches can be taken in the medical center?*
   All of the above considerations apply to both UC Davis campus and UC Davis Health. In addition, Aggie Host Security (student) escort and security services were extended to UC Davis Health in Sacramento. https://police.ucdavis.edu/safe-rides.

c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.*

The current personnel of UCDPD includes 54 sworn officers (45 are currently filled), 78 security officers, 20 support staff and 40 student security staff.

The majority of the security officers assigned to the police department serve the UC Davis Medical Center in Sacramento and work in close harmony with the police officers. Currently, 70 of the 95 officers assigned at UC Davis Health are security positions and serve the entire campus including the educational areas. The primary mission of our security staff is to serve fixed post assignments, conduct security checks, and provide security escorts for staff and patients when requested. On a day to day basis, the security personnel are supervised by non-sworn security managers who report to the police chief.

On the Davis campus, the majority of the officers assigned are sworn police officers (20 of 28). The eight security officers serve primarily fixed post assignments where they provide access control to secured areas and provide routine security checks of specific buildings. In addition, Aggie Hosts, our student security team, operate our safe rides and escort services. Students also patrol the inner core of campus and conduct security checks. Aggie Hosts are also the primary resource used to provide access control of community and sporting events. Student security staff receive 24 hours of initial training, which is supplemented as student staff assume greater responsibility. Student staff are supervised by 4th year students and a non-sworn manager who reports to the police chief.

All of our security officers are licensed by the California Department of Consumer Affairs after they receive approximately 48 hours of mandated training. Ongoing professional training is conducted year long.

d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

The Davis campus would be patrolled by the Yolo County Sheriff's Department and a small portion of our south campus would fall under the jurisdiction of Solano County Sheriff's Department. The California Highway Patrol would assume responsibility for traffic enforcement and transportation services.

The Sacramento campus would fall under the jurisdiction of the Sacramento Police Department with a small portion falling under the responsibility of the Sacramento County Sheriff's Department.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and

closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

a. *Please complete the Excel report template with available data (attached with email) for your campus.*

Crime data report is attached and we regularly publish a full range of campus-related crime data online.

b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

c. *If RIPA data are not yet available, what would be required to accelerate availability?*

Not applicable.

d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

https://police.ucdavis.edu/crime-safety-data/crime-statistics/traffic-stops

e. *Confirm here the website your campus uses to post UCPD complaint data:*

https://pab.ucdavis.edu/file-complaint

f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*

https://clery.ucdavis.edu/asr

V. Reconciliation:

a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

The UC Davis Task Force on Next Generation Reforms to Advance Campus Safety released its preliminary report in December 2020, acknowledging past harms in writing. The Task Force also acknowledged the "Reynoso Task Force Report," of 2012, which led to several campus reforms.

The university has taken steps to communicate and acknowledge both the pain and resulting changes that link to negative incidents in policing. With these steps, we know that we are in the process of building or rebuilding trust. As an example, while current matriculating students were not on campus to experience harms caused by the "Pepper Spray" incident of 2011, the event is still part of the campus' regretful history. UC Davis acknowledges that communities are experiencing continuing trauma from the campus' history from a decade ago, and that the trauma is compounded by continuing injustices perpetuated by local and national police, even when campus police are not involved. The law enforcement landscape at local and national levels affects levels of trust in police generally, on or off campus.

Student Affairs and UCDPD developed a **Campus Safety Consultant at UC Davis** (Fall 2020), to "interact with students, staff, and community members regarding the role of public safety, both including and beyond policing, at UC Davis."

The campus developed the **Police Accountability Board (PAB)** in 2014 "to develop and promote accountability, trust and communication between the campus community and the UC Davis Police Department. The PAB is an independent board composed of students, staff, and faculty from the UC Davis and UC Davis Health community" (https://pab.ucdavis.edu/). The PAB is unique to the UC system and among few of its kind in the nation. The PAB receives support from the Office of Diversity, Equity, and Inclusion (DEI) and the Office of Compliance and Policy. The PAB, program manager is a senior leader within DEI. The PAB hosts both closed meetings and quarterly meetings that are open to the public.

In 2020, the UC Davis Police Department launched "**The UC Davis Difference**," https://police.ucdavis.edu/uc-davis-difference, a campaign about its commitment to "safety and justice that reflect our communities' values." The shift includes information about ongoing DEI and social justice training, restorative justice practices, changes in use of force, and commitment to evaluation and self-assessment. UCDPD Chief Joe Farrow also shared a vision for upcoming changes in a "Commitment to the Community" document in January 2021.

b. *Who on campus is involved in these efforts?*

Students (undergraduate, graduate, professional), faculty and academics, staff, and the larger campus community

Leadership is being provided by several offices including:
- Office of the Chancellor and Provost (including Chancellor's Leadership Council)
- Diversity, Equity, & Inclusion
- Student Affairs
- UC Davis Police Department
- Finance, Operations and Administration

c. *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

- Acknowledge that there are a variety of views on policing, including maintaining, defunding or abolishing police departments, and make space for those views to be shared.

- Provide opportunities for campus stakeholders at every level to engage in conversation around campus safety. This includes students (undergraduate, graduate and professional), staff, faculty and academics, alumni, and members of the local community.

- Reach out to communities on campus that have been subject to harm from police in general.

- Create a system of transparency around decision-making and dissemination of information.

- Where possible, co-create solutions with members of communities that are heavily impacted by police violence in general.

- Provide space for scholars to share work on racialized impacts of policing and issues around militarization.

- Value discussions and scholarly work on maintaining, abolishing, disarming and defunding with attention to mental health and community needs.

VI. Accountability:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

• Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.

• The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.

• The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.

• Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.

• The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.

• The boards should prepare annual reports of their activities.

a.   What is the charge, or charter, of your police advisory board?

The **UC Davis Police Accountability Board (PAB)** was established in 2014 to develop and promote accountability, trust, and communication between the campus community and the UC Davis Police Department. The PAB is an independent accountability board composed of students, staff, and faculty from the UC Davis and UC Davis Health community. It is unique to the UC system and among few of its kind in the nation. Three functions are central to the PAB's work. Firstly, the PAB independently reviews investigation reports and makes recommendations to the Chief of Police following investigations of complaints from the campus community or general public (also referred to as civilian complaints). Secondly, the PAB reviews UCDPD policies, procedures, practices and trainings, both over the course of complaint review and in proactive efforts to evaluate UCDPD culture department-wide. Thirdly, the PAB makes recommendations when the PAB identifies possible improvements or blind spots. The PAB also

solicits public input during open meetings. The PAB is committed to a fair and unbiased approach throughout its work.

b. Does the advisory board review allegations of police misconduct or review complaints?

Yes. Any person directly affected by UC Davis police misconduct may file an inquiry or complaint to the Police Accountability Board (PAB), which serves a broader role than an advisory board. A concerned party does not need to be a UC Davis student, staff or faculty member, or a U.S. citizen, to file an inquiry or complaint. Anonymous complaints are accepted. There are several avenues for filing inquiries with the PAB (see here).

All inquiries to the PAB are received and reviewed by the Office of Compliance and Policy (OCP), which is independent from UCDPD. In addition to receiving inquiries directly from the concerned party, the OCP may receive inquiries forwarded by other campus or community stakeholders. Regardless of the format of an inquiry or method of filing, the OCP contacts the concerned party (when contact information is provided) with information regarding the PAB and the PAB investigation process. Considering all available information, the OCP determines whether an inquiry is appropriate for investigation (e.g., timely, states sufficient facts, etc.).

If a matter qualifies for PAB review, the OCP investigator conducts a thorough and impartial review. The investigation process includes talking to the concerned party, the responding officer and relevant witnesses, as well as reviewing evidence such as documents and video footage where it is available. PAB procedures establish that the investigation process will generally be completed within ninety (90) calendar days from the date on which the investigation is charged.

The investigator prepares an investigation report with factual findings. The investigation report is provided to the PAB in redacted form to protect the identity of the concerned party and involved officer(s).

In closed session, the PAB collectively reviews the investigative report(s), votes on its recommendations to adopt, amend or reject the investigator's findings, and renders its own findings of whether an allegation is unfounded, exonerated, not sustained or sustained.

In addition to its recommendations with respect to the investigator's findings, the PAB may also recommend a wide spectrum of actions to the Chief of Police, including, for example, modifying policies or training. The PAB's policy, procedure or practice recommendations may result from issues related to a specific complaint investigation or from a general policy review and analysis. The PAB, however, will not recommend a particular level of discipline or a specific corrective action, as the Chief of Police retains the responsibility for and discretion to impose discipline. It is the Chief's responsibility in determining appropriate remediation, corrective action or discipline to review an officer's entire performance and discipline history, taking into consideration both the sustaining of a single PAB complaint, as well as how like circumstances have been treated historically to ensure consistency and non-discriminatory practices.

Ultimately, the Chief may adopt all, part or none of the PAB's recommendations. The Chief retains full authority, discretion and responsibility regarding the final disposition of the matter,

including disciplinary determinations. Within thirty (30) days of the final review and determination by the Chief of Police, written notice of the finding is sent to the concerned party and to the PAB through the OCP. This notice shall indicate the findings, but will not disclose the amount of discipline, if any, that is imposed. Upon final determination, all information and documents related to the underlying complaint shall be consolidated and maintained by the UCDPD.

Any concerned party who is not satisfied with the Chief of Police's ultimate disposition of the complaint may contact the Chief to discuss the matter further.

c. *Does the advisory board review allegations of police misconduct or review complaints?*

Yes, see (b.) above. The Police Accountability Board (PAB) also welcomes inquiries, feedback and suggestions outside of the formal complaint process. These can be submitted using the PAB's online Feedback/Suggestion Form at pab.ucdavis.edu/feedback or in person at the quarterly public meetings. The PAB also may be contacted at pab@ucdavis.edu.

d. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committee include students and other campus community members?*

For captain and chief level positions a national search is conducted by a recruitment firm in coordination with HR. The selection committee is made up of diverse members of the campus and Health communities.

As an IACLEA accredited institution, UCDPD has both a recruitment plan and a recruitment and selection process. The recruitment plan specifically looks to promote students from within UC Davis to cadets, and move from cadets to peace officer, thereby reflecting the community we serve and best being able to meet the needs of our population.

Each process, whether it be a lateral hiring, new hiring or promotional opportunity includes internal and community feedback from sworn and non-sworn staff and students. Further, in recent years, the UCDPD has requested a Police Accountability Board member to assist with all lateral, new hiring, and promotional opportunity process, as their feedback and investment in the process is critical to the success of both the PAB and the UCDPD.

All hiring and selection processes are based on UC Davis EEO hiring practices and we follow IACLEA best practices in hiring and selection, which is the gold standard in selecting the most diverse and well qualified person for the position.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

Yes, UCDPD is IACLEA accredited as of October 2020. We applied for IACLEA accreditation in January 2018, underwent a mock interview in October 2019, and completed the virtual on-site assessment in October 2020.

VII. Student and Community Involvement

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*
- Next Generation Reforms to Advance Campus Safety Task Force includes five students, three undergraduates and two graduate students

- The Task Force is holding 10+ town hall forums for input on campus safety that includes two student sessions, two sessions for International students, one session for students in the School of Medicine and the School of Nursing, and two general sessions open to anyone. ASUCD is also hosting a series of town halls on this topic that will inform the Task Force recommendations.

- UCDPD partnered with Student Affairs and funded a consultant position that reports to Student Affairs to gather input from students on the future of campus safety. This person is doing outreach to a wide range of student groups on campus, including marginalized communities.

b. *How is your campus addressing student participation over the long-term?*

- The preliminary intention for the future of the consultant position is to continue to engage with students and the campus community to implement new practices, evaluate success, and adjust practices as we go forward.

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*
The UC Davis Next Generation Reforms to Advance Campus Safety Task Force is sponsoring numerous outreach events and town halls:

- There are five sessions for faculty and staff including UC Davis Health students and staff.

- There are two general sessions for the broader community, and a session for alumni.

d. **Campus Recommendations for Systemwide Guidance:**

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*
The UC Davis Next Generation Reforms to Advance Campus Safety Task Force recommendations are forthcoming in June 2021. We anticipate that some of the recommendations will have relevance to other campuses.
The campus task force made preliminary recommendations via a public report (December 2020) in the context of UC Davis.

- Improved communication
- Greater transparency
- A robust information campaign
- Increased trainings
- Expanded Outreach

- Evaluation of uniforms
- Responses to mental health calls
- Continuing reforms

b. *What aspects of campus safety and security should be locally determined, and why?*

    As noted above, the UC Davis Next Generation Reforms to Advance Campus Safety Task Force recommendations are forthcoming in June 2021. There are aspects likely specific to UC Davis given our proximity with the City of Davis, our split scope across the Davis campus, and the more urban environment in Sacramento.

c. *Do you have any other recommendations or comments?*

    None at this time.

UPDATE ON CAMPUS SAFETY TASK FORCE

UC IRVINE

Campus Safety Task Force Update
March 11, 2021

Contact person: Ronald S. Cortez, CFO and Vice Chancellor, Division of Finance and Administration

I.   Campus Safety Task Force and Campus Police Advisory Board Membership

UC Irvine's **Public Safety Advisory Committee (PSAC)** has been tasked to serve as the Campus Safety Task Force. Below is the list of member names, titles and email addresses:

Name	Title	Email
Katie Tinto, Chair	Clinical Professor, School of Law	
Adisa Ajamu	Director, Center for Black Cultures, Resources and Research	
Karen Andrews	Director, Disability Services Center	
Davidian Bishop	Director, LGBT Resource Center	
Gwen Black	Director, Equal Opportunity/Affirmative Action, Office of Equal Opportunity and Diversity	
Joe Brothman	Director, EH&S, UCI Medical Center	
Angela Chen	Director, DREAM Center	
Connie Cheng	Program Director, Master of Software Engineering Chair, UCI Staff Assembly	
Paul Cooper	Assistant Chief of Police, UCI Police Department	
Reginald Gardner	VP of Internal Affairs, Associated Graduate Students	
Joseph Morales	Associate Director for Strategic Initiatives and Partnerships, Office of Inclusive Excellence	
Megan Morrison	Residence Life Coordinator, Housing	

Carroll Seron	Professor Emerita, School of Social Ecology	
Kelli Sharp	Assistant Professor, Claire Trevor School of the Arts, Department of Dance	
Hobart Taylor	Chairman, Homeowner Representative Board (HRB), University Hills	
Michelle Ann Vicencio Mallari	President, Associated Students UCI	

II.   **What is Campus Safety?**

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe*

At the direction of Chancellor Gillman, UCI's Public Safety Advisory Committee (PSAC) conducted a thorough review of the UCI Police Department. On PSAC's recommendation, UCI retained the services of Mike Davis, vice president for campus safety and chief of police at Northeastern University and founder and lead consultant at MBD Innovation, to lead this review. The comprehensive review process commenced in September 2020 and was completed in December 2020. In February 2021, PSAC announced its recommendations for the transformation of public safety at UCI which can be found on the [PSAC website](#).

There are four central recommendations, each of which includes a number of short-term action items and long-term goals. The four central recommendations are:

- Develop and adopt a mission and set of core values underlying public safety as desired and envisioned by the UCI community.
- Improve data collection and management to enhance the assessment and evaluation of the efficacy and practices of the Police Department, and to determine what type of public safety services are needed.
- Construct a more responsive complaint investigative process and feedback mechanism that promotes campus safety expectations and community standards.
- Align performance standards with campus safety standards and values as determined by the UCI community.

In many respects the most important recommendation is to engage the broader UCI community with the goal of envisioning, developing, and adopting an overarching mission and set of core values underlying campus safety. Participation from all stakeholders on campus, a campus-wide survey on policing, and direct participation of students and broader campus community in the planning process is required to accomplish this important work. Doug Haynes, Vice Chancellor for Equity, Diversity, and

Inclusion, will oversee these efforts and will include representatives of PSAC, the Office of Inclusive Excellence, the UCI Police Department, relevant senior administrators, and multiple stakeholders including both the undergraduate and graduate student communities, the UCI Medical Center, and the University Hills community.

Through this inclusive strategic planning process, a public safety construct that serves the entire community in the manner that the community decides will answer fundamental questions, including:

- What types of public safety services are needed in our community? Who should provide those services?
- What are the different ways to provide public safety-related services?
- What are UCI's core values around ensuring public safety for a diverse community of students, faculty, staff, and University Hills residents who bring a range of experiences with police to their time on campus at UCI?

To guide next steps, Chancellor Gillman directed that "the process be anchored in a more holistic conception of campus safety and community well-being, rather than in a narrower focus on issues relating to 'policing' the campus. There are many elements that go into a holistic system for ensuring the safety and well-being of members of the campus community, and this process should start with this broader perspective. It should also begin with an acknowledgement that the idea of 'policing' a community has historic antecedents that many members of our community do not associate with safety and security. The end result of our process cannot resemble these more oppressive examples. Both our country and our campus must do much better." Ultimately, a mission statement and core set of values will help guide every policy, administrative rule, and decision made regarding public safety in the future.

III.   **Re-Examining the Use of Campus Police and Other UC Personnel:**

    a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

Inclusion of mental health professionals for certain calls for service
In December 2020, UCI Police Department launched a six-month pilot program that incorporates health care entities to assist in police calls for service related to mental health. The partnership with Orange County Health Care Agency (OCHA) provides a Crisis Assessment Team (CAT) clinician to collaborate with UCIPD in patrol and field operations, facilitate a rapid response and provide thorough follow-up to individuals, many of whom are homeless and living with mental health disorders. The CAT clinician is assigned to the UCI campus one day a week. This clinician works with a UCIPD liaison officer and the counseling center who assist the clinician in identifying and responding to individuals needing services.

In addition, UCIPD is currently considering expanding the roles of non-sworn personnel to respond to certain types of calls for service.

- **Community Service Officers (CSOs)** are student employees who work part-time, flexible schedules, providing extra eyes and ears for campus safety while patrolling campus and working special events. They also provide the escort service for the campus community. UCIPD currently employees 40 CSOs and is considering expansion of the CSO role to include taking telephonic reports and responding to lock-outs and fire alarms. These tasks are currently performed by UCI police officers.

- **Public Safety Officers (PSOs)** serve specific security functions at the UCI Medical Center and may be a model for the campus. (See full description in response III.c.) With an emphasis on education over enforcement, PSOs can conduct high-visibility foot patrols, administer the bicycle enforcement and education program, and respond to non-emergency calls for service. UCIPD is examining what types of calls can be handled by non-sworn personnel and any associated training requirements.

   b. ***For Campuses with a Medical Center****: What additional considerations or approaches can be taken in the medical center?*

The UCI Police Department, in collaboration with UCI Health, implemented the UCI Health Public Safety Division in 2017 to enhance UCI Medical Center security operations by providing comprehensive police and public safety services. See response to question III.c. for full description of structure.

The UCI Public Safety Advisory Committee's recently completed external review of the UCI Police Department indicated that UCI Health "successfully re-imagined and re-constructed public safety at the Medical Center." The review indicated strong support across a range of stakeholders and the Medical Center and that public safety protocol had clear vision, values, and processes.

   c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.*

On the **UCI campus**, the UCIPD's Community Service Officer (CSO) program helps support a safe learning and living environment on the UCI campus. CSOs are UCI students working part-time and supervised by the CSO Coordinator who reports to the UCIPD's Director of Administration. The CSOs provide a positive connection between students and the police department by establishing open lines of communication on a peer group level. UCIPD relies upon the CSOs to help patrol campus grounds, assist with community functions and athletic events, provide general security services for special events on campus, complete lock/unlock requests for campus facilities, and provide nightly safety escorts. CSOs receive orientation training and ongoing quarterly safety trainings. If an emergency should arise, they are equipped with radios to quickly request emergency services.

At the **UCI Medical Center**, the UCI Health Public Safety Division incorporates layers of safety using an organizational structure around police officers, public safety officers, public safety ambassadors, dispatchers, and community service officers (students). The UCI Health Public Safety Division provides on-site public safety services at the Medical Center's Family Health clinics in the cities of Orange, Santa Ana and Anaheim, and provides public safety liaison services to UCI Health clinics located throughout the county.

Under the leadership of the Chief of Police, the UCI Health Public Safety Division Police Lieutenant reports directly to the Assistant Chief and indirectly to the UCI Health Chief Operating Officer. The Lieutenant is responsible for providing programmatic guidance, support of institutional initiatives, defining regulatory compliance, and establishing operational goals as it relates to all public safety services and personnel. The Division includes police sergeants and public safety supervisors who oversee daily operations and report to the Lieutenant.

- **Police Officers** provide a uniformed response to law enforcement calls for service, enforce traffic laws, investigate criminal activity, provide a visible deterrent through proactive patrols on the UCI Health campus and parking areas, support the public safety team, and participate in community engagement.

- **Public Safety Officers (PSOs)** support front line healthcare safety in collaboration with clinical staff at the Medical Center and designated clinics. The PSOs respond to code gray (duress) alarms to support clinical staff in de-escalating aggressive patients and/or visitors within the healthcare setting. They also support an orderly, safe, and secure healthcare environment for patients, visitors, and staff by helping uphold UCI Health administrative policies. PSOs provide behavioral health security escorts, staff safety escorts, helipad safety, door unlock/lock requests, and help orient external law enforcement personnel who bring custodial (forensic) patients into the Medical Center.

- **Public Safety Ambassadors (PSAs)** enhance safety by providing a high visibility security presence in the Medical Center's primary public entrances. The PSAs support the visitor management program and operate the public safety operations center that integrates security systems, such as alarms, video, and access control. PSAs also support the patient valuables security program and lost & found.

- **Community Service Officers (CSOs)** provide safety escorts for staff to/from the staff parking lots throughout the Medical Center when the parking shuttles are not operating after hours.

Public safety personnel maintain certifications with the International Association for Healthcare Security and Safety (IAHSS), Crisis Prevention Institute (CPI), First Aid & AED, Six Sigma White Belt, and complete a myriad of relevant University of California professional development trainings, such as Workplace Violence Prevention, Clery Act Training for Campus Security Authorities, CLETS Radio Protocol, FEMA Incident Command System, UC Cyber Security Awareness Fundamentals, HIPPA Compliance, and Managing Implicit Bias Series.

> d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

If there were no campus police department, the primary jurisdiction would fall under the Irvine Police Department for the campus and Orange Police Department for the Medical Center. The Orange County Sheriff's Department and the California Highway Patrol would also have shared jurisdiction on both the campus and the Medical Center.

IV. **Transparency and Access to Data:**

a. *Please complete the Excel report template with available data (attached with email) for your campus.*

UCIPD submitted data to UC Davis Chief of Police Farrow who is collating systemwide data.

b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

N/A

c. *If RIPA data are not yet available, what would be required to accelerate availability?*

While RIPA data are not yet available, beginning in January 2021 UCIPD increased collection of additional stop data and posts on its website. Data includes: 1.) stops perceived by race/ethnicity, 2.) reason for stop, 3.) UC affiliation by race/ethnicity, and 4.) result of stop by race/ethnicity.

The Computer Aided Dispatch (CAD) system that UCIPD utilizes recently launched a new RIPA module which enables the collection of RIPA data. UCIPD completed the initial training of officers in November 2020 and is currently testing the module to ensure its data accuracy in a pilot/draft data collection period. Simultaneously, UCIPD staff is working with the California Department of Justice (Cal DOJ) to submit test data to the RIPA site. Cal DOJ has set a date of July 2021 to start receiving regular (not test) RIPA data from UCIPD.

d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

Stop data: https://police.uci.edu/how-do-i/contact-data.php

V. **Reconciliation:**
a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

Chancellor Gillman endorsed the Public Safety Advisory Committee's recommendations to transform public safety in February 2021. (See response II.a.). The process to engage the broader UCI community to envision, develop and adopt an overarching mission and set of core values underlying campus safety will be anchored in a more holistic conception of campus safety and community well-being, rather than in a narrower focus on issues relating to "policing" the campus. There are many elements that go into a holistic system for ensuring the safety and well-being of members of the campus community, and this process should start with this broader perspective. It should also begin with an acknowledgement that the idea of "policing" a community has historic antecedents that many members of our community do not associate with safety and security.

b. *Who on campus is involved in these efforts?*

Doug Haynes, Vice Chancellor for Equity, Diversity, and Inclusion, will oversee the process to develop the mission and set of core values underlying campus safety. Participation from all stakeholders on campus will include representatives of PSAC, the Office of Inclusive Excellence, the UCI Police Department, relevant senior administrators, and multiple stakeholders including both the undergraduate and graduate student communities, the UCI Medical Center, and the University Hills community.

c. *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

In June 2020, UCI announced several commitments to further align the UCI Police Department with the University's commitment to inclusive excellence and confronting anti-Black racism. (See https://dfa.uci.edu/communications/campus/_pdf/2020/06.09-inclusive-excellence-ucipd.pdf). Progress has been made, including:

- In Fall 2020, 11 UCIPD sworn staff, including the entire command staff team, participated in the Office of Inclusive Excellence's, *Inclusive Excellence Certificate Program*. Seven additional sworn officers enrolled in the program offered in Winter 2021. The program aims to mobilize the campus in the service of inclusive excellence. At the center of this vision is the imperative to expect equity, support diversity, practice inclusion, and honor free speech.
- All UCI Police Department employees have completed the *UC Managing Implicit Bias Series* core course.
- A staff member from the Office of Inclusive Excellence now serves on the Public Safety Advisory Committee.

VI. **Accountability:**

a. *What is the charge, or charter, of your police advisory board?*

Public Safety Advisory Committee (PSAC)

Mission: The UCI Public Safety Advisory Committee proactively seeks the advice and counsel from a diverse group of community members regarding issues that impact the safety and quality of life of students, faculty, staff, and visitors of the UCI campus and Medical Center.

Purpose: PSAC serves as a link between the campus community and the UCI Police Department. PSAC provides a forum to discuss and make recommendations on public policies, community outreach, and may participate on hiring panels for key UCI Police Department personnel. The advisory committee produces an annual report which summarizes its activities and includes key data of interest to the campus community, including the number and types of complaints the UCI Police Department receives.

b. Does the advisory board review complaints?

The UCI Public Safety Advisory Committee does not review complaints. UCI is considering the development of a mechanism, such as a police accountability board, for the purpose of reviewing community complaints.

c. Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committee include students and other campus community members?

Members of the UCI community, including faculty, staff and a member of PSAC (usually a student representative) serve on one of the oral interview panels for all sworn positions. For sergeant and lieutenant positions, a second interview panel includes UCIPD leadership and representation from local law enforcement agencies and another University of California Police Department.

For the Chief of Police position, a broader group of university representatives serve on the search committee, including individuals representing faculty, staff, students, University Hills, Student Affairs, Chancellor's Office, PSAC, OEOD, Athletics, Student Housing, Campus Counsel, Office of Research and a UC Chief of Police from another campus. In addition, open forums within the university community participate in the process, including students, faculty and University Hills residents.

d. Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?

UCIPD is not currently certified by IACALEA, but accreditation is under consideration.

VII.   Student and Community Involvement:

a. How is your campus engaging students in the development of campus safety task force plans and recommendations?

PSAC includes an undergraduate and a graduate student representative. During the comprehensive review of UCIPD, student focus groups were held, and their voice was thoroughly considered by the external evaluator and PSAC in developing recommendations. Students will be encouraged to participate in the process to envision, develop and adopt an overarching mission and set of core values underlying campus safety.

b. *How is your campus addressing student participation over the long-term?*

Over the long-term, student participation will continue with PSAC membership, interview panels for sworn officers and policing surveys.

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

Faculty, staff and University Hills residents will continue their involvement and representation through membership on PSAC and participation in policing surveys and town halls. During the

comprehensive review of UCIPD, faculty and staff focus groups had a voice in developing recommendations.

VIII.   Campus Recommendations for Systemwide Guidance:

      a.   What aspects of your campus task force recommendations might be applicable to all campuses?

Many of UCI's Campus Safety Task Force recommendations could be applicable to all campuses. Undergoing a process with stakeholders to develop a mission and set of core values underlying public safety as desired and envisioned by each campus community would allow campuses to determine what recommendations could be adopted.

      b.   What aspects of campus safety and security should be locally determined, and why?

Because campus safety and security impacts the local campus community directly, each campus should determine methods and practices that align with its core values. See response to II.a. above for developing a campus vision, definition of and overarching principles for campus safety and security.

      c.   Do you have any other recommendations or comments?

UCI is considering additional recommendations, including:

1. Continued efforts to diversify the UCI Police Department, including patrol officers and command
2. Adoption of friendlier, less militaristic, uniforms
3. Development of consistent guidelines that outline the circumstances under which body worn camera footage can be released to the public
4. Development of police-led safety training curriculum that centers on the needs of individuals, especially with respect to belonging and wellness
5. Creation of a proactive feedback mechanism for constructive evaluation and engagement
6. Expansion of the role of UCI Constructive Engagement Team (CET) to serve as a liaison between UCIPD and the UCI community in the case of protests
7. Development of a safety orientation program for temporary university affiliates (e.g., visitors/guests, conference attendees, and students and scholars visiting through exchange and summer programs)

UPDATE ON CAMPUS SAFETY TASK FORCE

UCLA

UPDATE ON CAMPUS SAFETY TASK FORCES

FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu cc: Cathy.Osullivan@ucop.edu

CAMPUS: Los Angeles

CONTACT PERSON: Yolanda Gorman

GUIDANCE FOR COMPLETION

Please complete the following questions and **submit prior to March 12th**. Responses to selected questions or all questions will be publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you confer with your campus task force or at least the task force co-chairs on these responses.

Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses.

The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;

- A call for greater **transparency and access to data;**

- A need for **reconciliation;**

- A call for **accountability**, such as through a campus police advisory board or third-party certifications or reviews; and

- Increased **communication with and involvement of students**.

REFERENCE MATERIAL

The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:

- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;

- the "wordcloud" that the attendees generated;

- the Jamboard™ output of top themes from each breakout session;

- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

    a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members*

    b. *If different, please provide the names, titles and emails of your campus police advisory board members*

The campus safety review process will be led by Co-Chairs:

- **Tyrone Howard**, *Professor, UCLA Graduate School of Education and Information Studies; Pritzker Family Endowed Chair; Inaugural Director, Pritzker Center for Strengthening Children and Families; Director and Founder, Black Male Institute; Faculty Director, Center for the Transformation of Schools.*

  Prof. Howard is a professor in the Graduate School of Education and Information Studies, where he also served as the former Associate Dean for Equity, Diversity & Inclusion. His research examines culture, race, teaching and learning. He was the recipient of the 2015 UCLA Distinguished Teaching Award, and in 2016 and 2017, Prof. Howard was listed by Education Week as one of the 60 most influential scholars in the nation informing educational policy, practice, and reform.

  Prof. Howard is the endowed chair and the inaugural director of the new UCLA Pritzker Center for Strengthening Children and Families, which is a campus wide consortium examining academic, mental health, and social emotional experiences and challenges for the California's most vulnerable youth populations. He is also the Director and Founder of the Black Male Institute at UCLA, where he leads an interdisciplinary group of scholars, practitioners, community members, and policy makers dedicated to examining the nexus of race, class, and gender of school age youth. In addition, Prof. Howard also serves as the Faculty Director of the Center for the Transformation of Schools at UCLA, a thought partner for districts, counties, and states to pursue whole child, whole community approaches to school system improvement.

- **Rasha Gerges Shields**, *Partner, Jones Days*

Ms. Gerges Shields is currently a practicing partner at Jones Day, where she also serves on her firm's Diversity, Inclusion and Advancement Committee. In addition to being appointed as co-chair to lead UCLA's efforts, she also serves as co-chair of the LA Police Commission's Advisory Committee on Building Trust and Equity. She is a UCLA Law Alumna, was an Assistant United States Attorney, and served as Deputy Chief of the Organized Crime Drug Enforcement Task Force Section. As a federal prosecutor, she first-chaired trials and directed law enforcement in grand jury and wiretap investigations. Her investigations and prosecutions involved a variety of crimes, including money laundering, organized crime, high-level drug trafficking, and fraud.

Ms. Gerges Shields received California Minority Counsel Program's Law Firm Diversity Leader Award in 2018. She serves as president of the Arab American Lawyers Association of Southern California. She is a member of the board of directors of the UCLA Law Alumni Association (immediate past president) and the California ChangeLawyers, is secretary of the LA Chapter of the Women's White Collar Criminal Defense Association, co-chairs LACBA's Dialogues on Freedom Committee, is on the Steering Committee for Just the Beginning, and volunteers at El Rancho High School's Teen Court.

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

The campus has not yet developed a definition of campus safety and security but will do so as part of the campus feedback process.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

The Crisis Evaluation and Response in the Field (CERF) Proposal is currently under review. A work group consisting of leadership from Counseling and Psychological Services, Student Affairs, UCPD, Departments of Psychology and Psychiatry, and the Behavioral Intervention Team worked together to prepare a proposal which analyzed current practices, identified areas of improvement, and offered a new model for crisis. Recommendations currently under consideration include:

- Establishing a 24/7 mobile mental health crisis team
- Improving the culture of care and infrastructure supporting students experiencing crisis
- Expanding outcome monitoring and follow-up services for students in crisis

UCPD's involvement in CERF is proposed to be limited via a tiered response based on clinician assessment. This will reduce UCPD's involvement as a first-line responder for providing mental

health evaluations and wellness checks. A beta-test is expected in summer 2021.

Campus health ambassadors have been implemented throughout campus to provide outreach and education about the use of masks and physical distancing. This program is currently managed by the office of Student Affairs.

UCPD's CSO program has not yet expanded its security role on campus. This is primarily due to the mandated reduction in student capacity on campus.

b. ***For Campuses with a Medical Center****: What additional considerations or approaches can be taken in the medical center?*

UCLA has two significant medical centers (Ronald Reagan Medical Center and Santa Monica Medical Center) providing medical services to the campus and outlying communities. Both medical centers are operated by a security safety team independent of UCPD's auspices and control. Joint training between UCPD's newly formed Security Division and the medical centers' security teams will be introduced (2021) to enhance synergy and to establish standard operating procedures for responses.

c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.*

Campus entities (e.g., medical centers, housing, ASUCLA, etc.) with proprietary security teams (see Regent Policy #5402) and those identified as "carved-out" specialized security services (e.g., armed security) currently provide proprietary security services in accordance with their operational mission and directive. This is done without UCPD's oversight; however, training is conducted jointly with UCPD.

Currently, medical security teams function exclusively under the control and management of the medical centers' executive leadership team. UCPD supports their mission via training, response to dynamic situations, and through the lead officer's program.

In response to Regent Policy #5402 (Insourcing of Contracted Security Entities) contracted security guard services associated with UCLA wholly owned buildings in Westwood Village was insourced and added to UCPD's Security Services Division. Specified covered campus security entities have also been identified for organizational insourcing, thus supporting a cohesive campus security "umbrella" under the management of UCPD.

d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

The Los Angeles Police Department (West LA Division) (LAPD) would have primary jurisdiction for the campus while retaining jurisdiction for the areas adjacent to campus. LAPD Pacific Division would be tasked with response and services to off-campus housing locations. Santa Monica Police Department would be the primary responding agency for the Santa Monica Medical Center and its many clinics.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

   a. *Please complete the Excel report template with available data (attached with email) for your campus.*

   b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

   c. *If RIPA data are not yet available, what would be required to accelerate availability?*

   Full RIPA data are not yet available at UCLA PD. Collecting full RIPA data is a large project that will take significant time, research, training, equipment, software, and coordination to implement. In the interim, we will begin collecting limited RIPA-type "stop data", including: Type of Stop (officer initiated or result from a call for service); reason for the stop; perceived race of the person stopped; UCLA campus affiliation of the person stopped (*not a RIPA data element); and disposition of the stop. We plan to have the limited RIPA-type data collection in place by May 2021; with full RIPA data collection by, or before, January 1, 2022.

   d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

   Unfortunately, the UCLA PD does not have the capability to obtain RIPA data at this time, and, therefore, there is no website link to that data yet.

   e. *Confirm here the website your campus uses to post UCPD complaint data:*

   https://www.police.ucla.edu/other/commendations-complaint-procedures

   f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*

   2020 UCLA Annual Security and Fire Safety Report

V. Reconciliation:

   a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

   UCLA experienced an unfortunate incident in June 2020 that affected the campus community's

trust. The Los Angeles Police Department used the parking lot of the Jackie Robinson Stadium (JRS) as a field jail. A first step in our process is conducting an external review of the events. The process will provide objective data and transparency about the actions.

The circumstances surrounding the events at the JRS created distrust in the campus efforts to stand up a Public Safety Advisory Committee (PSAC). As a result, we have engaged two individuals to co-chair campus listening sessions to solicit feedback from all affected and interested campus constituents. This feedback will serve as the basis for recommendations and action steps, such as convening a campus advisory group comprised of a broad cross section of campus stakeholders including, but not limited to, students, faculty, staff, alumni, and community partners to implement and evaluate actions to improve campus safety. This two-phased process is critical to building trust and understanding.

In addition, UCPD proposes actions to demonstrate its commitment to building trust. UCPD will work collaboratively with the campus community to engage in meaningful dialogue. This includes soliciting input from the community on matters that affect them through forums such as the Police Chief's Advisory Council and through feedback on pending systemwide police policies that are currently being collected.

One important component of reconciliation is for UCLA and UCPD to better understand how members of the community feel and the causes of past harms. Recognizing that certain members of the campus community do not trust or feel safe with UCPD, we will use information gathered through the listening sessions to learn of firsthand accounts of lived experiences of campus community members.

UCPD has selected an Equity Advisor to represent the department in Administration's Equity, Diversity, and Inclusion Council. The council's goals will be to develop strategies and provide feedback to the Police Chief and Administrative Vice Chancellor on how we can support and demonstrate the value of a diverse, inclusive, and equitable community.

Training is also an important component to demonstrate UCPD's commitment to better understand the experiences of diverse members of the campus community. A wide variety of police officer training is completed regularly (typically every two or three years, depending on the training) that addresses for example, implicit bias, impulse control, de-escalation, transgender issues and nonviolent crisis intervention.

b. *Who on campus is involved in these efforts?*

Rebuilding trust with the campus community requires a concerted, transparent process that welcomes the voices of all members of the campus community. Divergent points of view on the issue of public safety must be included to help define safety for UCLA and to reach workable solutions to the concerns raised. The advisory group resulting from the recommendations following the listening sessions must include a broad cross-section of campus constituents and external stakeholders to ensure implementation, transparency, and accountability.

c. *What actions or recommendations from your campus anti-racism work could be applied to the*

campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)

An important lesson from the JRS incident is our need to listen to the deeper call from campus constituents for more meaningful engagement, not only in participating in a process aimed at rethinking public safety, but in helping to create and be at the center of such a process in collaboration with the campus community. We acknowledge at the outset that such a process takes time, energy, and good faith. We acknowledge what many of our own UCLA experts have shared about the need for new paradigms for public safety that prioritize the physical safety and mental well-being of our community. We acknowledge that the way to move toward these goals is together. We understand that we will all come to the conversation from our lived and learned experiences. We acknowledge that we are also a community, wherein there are students, scholars, staff, and alumni who are best suited to generate the solutions to the challenges we face.

VI. Accountability:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

• Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.

• The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.

• The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.

• Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.

• The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.

• The boards should prepare annual reports of their activities.

a. What is the charge, or charter, of your police advisory board?

b. Does the advisory board review complaints?

c. Who typically participates in officer, lieutenant and chief hiring committees or other parts of the

hiring process? Do search committee include students and other campus community members?

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

The incident in June 2020 damaged the trust between the campus and members of the community. As a result, the campus is committed to first rebuilding that trust and taking the time to ensure our process will allow all campus stakeholders an opportunity to share their lived experiences and concerns. We have taken special care to develop an approach that invites the diverse constituencies at UCLA to help shape our future campus safety processes. While we recognize public safety is the broad context under which we will conduct our work, we plan to focus specifically on the issue of policing as the first step. This approach will provide the framework for a continued and sustainable approach to evaluating and responding to other areas of campus safety.

The co-chairs have been charged with 1) collecting data and information from campus stakeholders regarding their experiences and concerns about policing on campus;2) collecting input and feedback on the UCLA community's definition of campus safety.; and 3) providing recommendations for structures and resources to support implementation and evaluation of public safety measures.

Between now and June 2021, we plan to start two processes simultaneously:

1) An independent review to collect details on the actions leading to the LAPD's use of the JRS parking lot as a field jail in June 2020. The phase is critical to building confidence in a transparent process. Selection of an independent investigator will be made soon.

2) Co-Chairs Prof. Howard and Ms. Gerges Shields will conduct listening sessions with campus groups. To maximize the opportunities for campus stakeholders to contribute their thoughts and concerns, anonymous feedback will also be elicited through a confidential email or website. Data collected will be summarized and recommendations made to the Chancellor for next steps including convening a broad-based advisory group to implement and evaluate recommended actions. The co-chairs will produce a report that summarizes the concerns and issues related to policing at UCLA, provides recommendations for structure(s) to addresses those concerns and issues, and provides guidance on how the University can continue its process of addressing campus safety issues.

The Co-Chairs will ensure the listening tours and report generated in June, are unbiased and objective. As a well-respected faculty member, Prof. Howard has a deep understanding of the campus community and will ensure all constituencies are represented and have an opportunity to contribute to the process. Ms. Gerges Shields, a UCLA Law Alumna & Co-Chair of the LA Police Commission's Advisory Committee on Building Trust and Equity, brings an external perspective and significant experience in evaluating the area of policing. To ensure objectivity and to build confidence, attorneys and staff from Ms. Gerges Shield's law firm will provide administrative support to ensure that data collected remain independent.

VII. Student and Community Involvement:

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*

b. *How is your campus addressing student participation over the long-term?*

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

We anticipate that recommendations will include convening an advisory group that includes a cross-section of students, faculty, staff, alumni and community partners and stakeholders to implement and evaluation implementation of the recommendations. We recognize that the issues of campus safety are complex and will require a process and structure that includes:

- A clear and achievable mandate

- Good faith commitment from all parties involved

- Necessary human and financial resources

- Excellent communication and logistics

- Authenticity to build and maintain trust

VIII. Campus Recommendations for Systemwide Guidance:

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*

b. *What aspects of campus safety and security should be locally determined, and why?*

c. *Do you have any other recommendations or comments?*

We expect that our process will be informed by lessons learned from other campuses and systemwide. We will share the findings from our work as well.

---

[i] Version control 2/23/21: Part VI (Accountability), question (b), revised to read: *Does the advisory board ~~review allegations of police misconduct or~~ review complaints?*

UPDATE ON CAMPUS SAFETY TASK FORCE

UC MERCED

UPDATE ON CAMPUS SAFETY TASK FORCES
FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu cc: Cathy.Osullivan@ucop.edu
CAMPUS: UC Merced
CONTACT PERSON Luanna Putney, Associate Chancellor and Chief of Staff

GUIDANCE FOR COMPLETION
Please complete the following questions and **submit prior to March 12th**. Responses to selected questions or all questions will be publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you confer with your campus task force or at least the task force co-chairs on these responses.
Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses.
The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;
- A call for greater **transparency and access to data;**
- A need for **reconciliation;**
- A call for **accountability**, such as through a campus police advisory board or third party certifications or reviews; and
- Increased **communication with and involvement of students**.

REFERENCE MATERIAL
The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:
- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;
- the "wordcloud" that the attendees generated;
- the Jamboard™ output of top themes from each breakout session;
- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS
I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*
   a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members*
   b. *If different, please provide the names, titles and emails of your campus police advisory board members*

Mariana Abuan
Lecturer - Merritt Writing Program
Non-Senate Faculty

Hala Alnagar
Graduate Student
Office of Equity, Diversity and Inclusion (Campus Climate)

Shayna Bennett
Graduate Student
Graduate Students Association (GSA) - President

Callale Concon
University Ombuds
The Office of Ombuds Services

Vanessa Hauser
Office of Student Rights and Responsibilities
At-Large Member

Chou Her
Chief of Police
Chief of Police (ex-officio)

Priya Lakireddy
Contracts Administrator
Staff Assembly

Sean Malloy
Professor - History, Critical Race and Ethnic Studies
Senate Faculty

Dania Matos
Associate Chancellor and Chief Diversity Officer
Chancellor's Designee

Elizabeth Meza Torres
Undergraduate Student
Associated Students of UCM (ASUCM) - President

Martin Reed
Executive Director, Student Affairs Auxiliaries
Student Affairs (Recreation and Athletics, Housing, CAPS)

David Snyder
Graduate Student
General Membership

Tabesh Zaidi
Graduate Student
General Membership

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

As a follow up to the UC Campus Safety Symposium Parts I & II, the UC Merced Police Advisory Board is going to host a local campus safety symposium around the inquiry of "What does safety mean to you?" What does it mean to be "safe" on our campus? What does it mean to be "safe" in the local Merced community? One of the learning outcomes of this local safety symposium is to collectively frame the vision and guiding principles of our definitions of safety with an intersectional framework and involves both campus community and local community members.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls?*

We have assigned numerous duties to Public Service Officers (PSOs) to handle when they are on duty. Examples of those are listed in section III. Police officers still respond to these calls when a PSO is not available. We have also been working with Residence Education and the Dean of Students to identify types of incidents that could be handled by someone other than a police officer as the first responder for non-threat mental health situations.

Could mental health professionals or CARE advocates respond to certain calls?

- Possibly for situations that do not include threat to others (i.e., wellness checks)
- There are limitations on the designated personnel that can make an assessment under 5150 and take a person into custody. This is determined by the County pursuant to state law. State of CA Code 5150.4: When a person, as a result of a mental health disorder, is a danger to others, or to himself or herself, or gravely disabled, a peace officer, professional person in charge of a facility designated by the county for evaluation and treatment, member of the attending staff, as defined by regulation, of a facility designated by the county for evaluation and treatment, designated members of a mobile crisis team, or professional person designated by the county may, upon probable cause, take, or cause to be taken, the person into custody for a period of up to 72 hours for assessment, evaluation, and crisis intervention, or placement for evaluation and treatment in a facility designated by the county for evaluation and treatment and approved by the State Department of Health Care Services. At a minimum, assessment,

as defined in Section 5150.4, and evaluation, as defined in subdivision (a) of Section 5008, shall be conducted and provided on an ongoing basis. Crisis intervention, as defined in subdivision (e) of Section 5008, may be provided concurrently with assessment, evaluation, or any other service.

- Under the current code, if the individual interfacing with the subject is not able to take them into custody if needed, it may complicate the process and not add much value; may in fact endanger the individual interfacing if the subject is dangerous
- If we wanted to include a social worker on the response team, we have to keep in mind that it is 24/7 and it is hard to be on call due to the immediacy of the situation
- CAPS can share information with the PD, but may not be able to with third parties (i.e., social worker)
- If a social worker is the main point of contact with the individual, available information from the receiving facility, including where the individual is located, may not flow back to CAPS
- The 5150'd individuals need to be safely transported
- Campuses that have mobile teams are likely working in concert with the county designated mobile team in the community -- in those instances, the campus PD may not be needed
- Could consider the use of non-uniformed officers to 5150 and/or unmarked police cars to transport if available and safe for the responding officer
- The Student Response Team is working with campus stakeholders to review response protocols as it relates to supporting students of concern: https://studentaffairs.ucmerced.edu/dean-students/students-concern-form

What other services may be redirected? If services are redirected, the University must have the personnel in place, 24/7, to be able to handle issues that the community is accustomed to UCMPD handling.

What calls might be responded to jointly? UCMPD may be able to respond to the same incident as Mental Health or CARE personnel. However, in an emergency, the officer would not be able to wait for them to arrive. The officer would also need to make sure the scene is safe for them to approach.

b. **For Campuses with a Medical Center**: What additional considerations or approaches can be taken in the medical center?
c. Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.
  A. We are using security guards in many situations in which officers use to respond where student CSOs may not be appropriate to use.
    a. Unlocking doors
    b. Elevator calls
    c. Jump Starts
    d. Safety Escorts

e.   Lost/found property calls
f.   Blue light calls with no answer
g.   Cell 911 calls with no answer
h.   Animal control calls
i.   Fire alarms
j.   Open doors
k.   Logistical support (i.e. moving equipment)

d.   *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

A.   On the **Campus, Castle, and Chancellor's residence**, it will be:
- Merced County Sheriff's Office would have criminal investigative responsibilities
- California Highway Patrol would have roadway and pedestrian safety responsibilities

B.   At **DCC and Promenade** it will be Merced City Police
C.   At **Fresno Center**, it will be Fresno City Police
D.   For **off campus activities**, it will be either Merced City Police or Merced County Sheriff.

IV. Transparency and Access to Data:
In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

a.   *Please complete the Excel report template with available data (attached with email) for your campus.*
b.   *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*
c.   *If RIPA data are not yet available, what would be required to accelerate availability?*
d.   *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*
   - UCMPD started to collect limited demographic information on its enforcement contacts in July 2020. This is a manual process which is a very time intensive for staff. UCMPD will need to acquire the technology (hardware and software) as well as technical support to expedite and expand data collection.
   - UCMPD is now working to produce its first 6-months of data and it will be posted on UCMPD's webpage.

e.   *Confirm here the website your campus uses to post UCPD complaint data:*
   - https://police.ucmerced.edu/Commendations-Complaints

f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*
   - *https://police.ucmerced.edu/safety-information/clery-act-statistics-publications*
   - *https://police.ucmerced.edu/safety-information/fire-safety-report*

V. Reconciliation:
a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

- UCMPD continues to build on its training and education in this area through strategic campus partnerships, using vetted and recognized providers, and through ongoing engagement with the community
- UCMPD, working with campus partners, continues to share information about its members, including demographics and biographical information on the people who work in UCMPD and serve the campus
- UCMPD is continuing to work with partners to more effectively communicate about the ways (such as campus programs) UCMPD serves the campus
- UCMPD continues to work with stakeholders to better define the kinds of services/tasks that can be re-assigned to other campus partners
- UCMPD is working toward having a representative council of students and the community to help UCMPD redraft its mission statement

The centering of the diversity of lived experiences is at the heart of the work of the Office of Equity, Diversity and Inclusion (OEDI). Through our EDI strategic framework we ground our work in "people first. Anti-oppression and liberation for all" through our pillars. We, along with the engagement of campus constituents approach our work through these goals:

- Develop shared and accessible knowledge
- Recognize that community extends beyond campus and create active engagement of our local and global environments (community)
- Strive to provide equal and equitable opportunities for all to thrive (access)
- Establish public-facing communication that is clear, consistent, and self-evaluative (transparency)
- Create an environment that cultivates a sense of belonging (inclusion)
- Engage all people and perspectives in recognition of our collective excellence (diversity)
- Ensure access to opportunities for all through the removal of structural barriers (equity)
- Acknowledge and own our progress and areas of improvement to create a culture of trust and responsibility (accountability)

OEDI hosts a variety of programs and initiatives of which we will highlight a few that speak

to the question as follows:

- **Dialogues that Matter**
    - Dialogues That Matter explores emerging issues impacting the campus, local, national and global communities by inviting guest speakers to address the topic(s) and engages the UC Merced/Merced communities. Dialogues that Matter will operate in a workshop-setting to provide our campus community members with the tools necessary to navigate conversations around diverse lived experiences. We are kicking off this inaugural initiative with "Addressing Anti-Semitisim on 3/31.

- **Reflecting on Anti-Racist Pedagogy (ROAR)**
    - Our ROAR discussion series brought together cohorts of faculty and teaching instructors for a year-long engagement around reflection, conversation and course redesign. This discussion series draws a distinction between anti-racist teaching and anti-racist pedagogy. Anti-racist teaching refers to course content that explicitly supports instruction on the history and continuation of racism as it intersects with White dominance and privilege. Whereas, anti-racist pedagogy refers to the teaching methods employed by instructors that disrupt the traditional pedagogical practices that reinforce structural racism. Ideally, anti-racist teaching and anti-racist pedagogy work in tandem; however, any course, regardless of subject/content, can and should employ anti-racist pedagogy. Anti-racist pedagogy builds on inclusive pedagogy practices to equip learners with the tools necessary to identify and dismantle systems of injustice wherever they are encountered. It is a stance taken by teachers who put students at the center, seek to liberate learners (Freire), and aim to foster critical consciousness. Anti-racist pedagogy practitioners refrain from perpetuating structural/symbolic violence, flatten classroom hierarchy, engage students in active problem-based learning, and intentionally design experiences that honor student voice and agency.

- **Inclusive Excellence Institute**
    - The Inclusive Excellence Institute centers on diversity, equity, justice and inclusion and promotes these as core tenants of UC Merced's values. This institute will expand our campus' existing efforts to train faculty and staff in building and sustaining diversity, specifically, in the area of leadership. The modules cover a large range of topics relevant to diversity and inclusive excellence in leadership, including the diversification of faculty and staff, recruitment, retention, examining emerging populations in the UC, curating inclusive classroom environments, and adapting to emerging technologies in learning and work environments. By providing these necessary tools to our staff and faculty, we will be producing equity-minded practitioners, which is in line with the Office of Equity, Diversity and Inclusion's Strategic Framework, who can

then teach one another as well as ensure that we provide an inclusive environment for our all.

- **Equity Advancing Showcase for Educators**
  - Student success and retention efforts are advanced through effective teaching strategies that facilitate learning for our students who have diverse cultural backgrounds and academic experiences. The purpose of the Equity Advancing Showcase on Education is to explore different issues and practices of supporting equity, diversity, and inclusion as they are experienced in the classroom and other learning spaces. The showcase will specifically focus on decolonizing pedagogy. We will hear from students about their educational experiences and needs. Then, we will have a series of presentations from instructors showcasing ways they have redesigned traditional educational practices. Throughout the showcase, we will present awards of recognition to those who have implemented innovative teaching methods that have helped students' engagement and academic growth within the UC Merced community. We hope that this showcase will help instructors be better prepared to support student learning and promote classroom community through inclusive environments that not only cater to our first-generation college students but foster success for all our students.

b. *Who on campus is involved in these efforts?* The Office of Equity Diversity and Inclusion, Center for Engaged Teaching and Learning, Vice Provost for Academic Personnel, the Schools of Natural Sciences, Engineering and Social Sciences, Humanities and the Arts.

c. *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

Using the learning outcomes of our Reflecting on Anti-Racist Pedagogy, the campus safety task force recommendations could take a similar lens to apply to a multitude of setting. The learning outcomes were as follows:

- Experienced the creation and implementation of discourse guidelines for group discussion;
- Reflected on their own experiences as learners in inclusive/exclusionary spaces and the role power plays in teacher-learner dynamics;
- Explored some of their own internal preferences and biases, and the intentional or unintentional impacts these may have on others;
- Identified some of the processes of institutional racism and forced assimilation, with particular attention to how this is expressed in disciplines and in the university as a whole;

- Developed learning outcomes associated with identifying and dismantling structural injustices;
- Created "scripts" for articulating anti-racist values to students and colleagues;
- Considered student-centered language choices for syllabi, types of assignments that develop critical consciousness, and asset-focused grading/assessment approaches that together foster a sense of invitation and empowerment.

VI. Accountability:

In June 2020, all campuses responded to the University wide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

• Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
• The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
• The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
• Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
• The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
• The boards should prepare annual reports of their activities.
a. What is the charge, or charter, of your police advisory board?

Mission

The University proactively seeks the advice and counsel of a diverse group of community members regarding issues that impact the safety and quality of life of the students, faculty, staff and visitors of the University of California Merced (UC Merced) campus and ancillary sites.

Purpose

The Police Advisory Board is an independent body that will make recommendations related to campus issues and concerns, community outreach programs, training, policy development and ways to help support the goals and initiatives of the UC Merced Police Department. The Police Advisory Board does not serve as a police review or accountability board and does not formally review specific police matters.

b. *Does the advisory board review complaints?* The Police Advisory Board does not currently

review complaints.

c. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committee include students and other campus community members?*

Searches for UCMPD positions such as officer, dispatcher, records staff, professional staff, sergeant, lieutenant, and chief include:

- Members of UCMPD,
- Student government
- Office of student life
- Student conduct office
- Community members
- HR
- Title IX
- Residence education
- CARE
- Housing staff
- Risk services
- Agency partners
- Outside stakeholders

Hiring processes for chief also include sessions for campus stakeholders to meet candidates, ask questions and provide feedback prior to a candidate being selected for appointment. UCMPD works closely with Human Resources through each step of the hiring process.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

UCMPD is not currently certified. We have explored and taken pro-active steps to review the process to become certified and maintain certification. This effort will require additional staff and funding which are currently not available.

Based upon UCMPD's current status, obtaining certification may take up to 2 years to achieve.

VII. Student and Community Involvement:
a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*
b. *How is your campus addressing student participation over the long-term?*
c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

In Fall 2020, our campus instituted a Valuing Black Lives Task Force in order to bring forth recommendations to address the concerns voiced by our campus community. One of the subcommittees of this Task Force was a Policing and Anti-Black Violence Subcommittee. When populating this subcommittee, we recruited representation from all campus stakeholders,

including Senate and non-Senate faculty, graduate and undergraduate students, staff, and local community members. While the recommendations of the subcommittee are being reviewed as we begin planning the implementation phase of this work, we plan to continue partnering with all stakeholders.

VIII. Campus Recommendations for Systemwide Guidance:
- *What aspects of your campus task force recommendations might be applicable to all campuses?*

  - Fundamental reflection on the meaning of having police on our campus:
    - Clarify as a campus what it means to have a Police Department, given our campus' mission and the students and communities we intend to serve, together with the history of policing in this country; and
    - Develop, as a community, an answer to that question as part of helping to position the police on our campus (and within the UC system) and to guide the choices made regarding policing policy.

  - Efforts to improve trust (i.e., improving understanding of campus police vs. municipal police, increasing level of engagement and interaction with campus PD across campus)
    - Complaints: Shift complaint-investigation out of the PD to the appropriate office, where any community member would feel safe to raise concerns and confident that they are handled impartially
    - Training: Create a training module for faculty and staff reinforcing these communications. Build on existing anti-bias, anti-racist, and context-sensitivity training that PD staff undergo. Ensure all officers have appropriate quality and quantity of de-escalation training.
    - Engagement: Create opportunities for UCMPD to engage with students
    - Communication: Continue to open and strengthen channels of communication between community and police department.
    - Distribute responsibility: Hire staff to perform duties that make the community feel safer, including mental health professionals and others who can respond to issues that do not require police expertise.

- *What aspects of campus safety and security should be locally determined, and why?*

  - Staffing ratios of sworn/non-sworn officers at each campus based on safety of community/region, relationships with city/county PD, size of campus, setting of campus (rural/urban), etc.

- *Do you have any other recommendations or comments?*

  - Help from UCOP for all campuses to become IACALEA certified

  - Systemwide guidance related to non-PD involvement in 5150s and wellness checks

  - Systemwide guidance related to police accountability vs. advisory boards

  - Systemwide guidance related to complaint handling outside the PD

UPDATE ON CAMPUS SAFETY TASK FORCE

UC RIVERSIDE

UPDATE ON CAMPUS SAFETY TASK FORCES

FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu cc: Cathy.Osullivan@ucop.edu

CAMPUS University of California, Riverside

CONTACT PERSON Christine Victorino, Associate Chancellor

GUIDANCE FOR COMPLETION

Please complete the following questions and **submit prior to March 12th**. Responses to selected questions or all questions will be publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you confer with your campus task force or at least the task force co-chairs on these responses.

Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses.

The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;

- A call for greater **transparency and access to data;**

- A need for **reconciliation;**

- A call for **accountability**, such as through a campus police advisory board or third party certifications or reviews; and

- Increased **communication with and involvement of students**.

REFERENCE MATERIAL

The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:

- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;

- the "wordcloud" that the attendees generated;

- the Jamboard™ output of top themes from each breakout session;

- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

    a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members*

Jack Clarke, Jr. (Chair), Partner, Best Best & Krieger
Michelle Burroughs, Member, UCR Black Faculty & Staff Association
Alton Carswell, Case Manager, Student Affairs
John Freese, Interim Police Chief
Angelica Garcia, ASUCR Vice President of Internal Affairs
Judit Palencia Gutierrez, Graduate Student Association Vice President
Brian Haynes, Vice Chancellor for Student Affairs
Keona Henderson, President, UCR Black Alumni
Hon. Jorge Hernandez, Riverside County Superior Court Judge
Luis Huerta, ASUCR President
Mariam Lam, Vice Chancellor for Diversity, Equity, and Inclusion
Dennis McIver, President, Staff Assembly
Sharon Oselin, Faculty Senate Representative, Associate Professor of Sociology & Public Policy;
        sabbatical during winter quarter
Kim Overdyck, Senior Investigator, Chief Compliance Office
Thomas Smith, Interim Provost and Executive Vice Chancellor
Jason Stajich, Chair, Faculty Senate and Professor of Microbiology & Plant Pathology
Wade Stern, President, UCR Police Officer Association
Bert Wright, Immediate Past President, UCR Black Alumni
Nichi Yes, Graduate Student Association President

Staff Support
David Bergquist, Chief Campus Counsel
Megan Johnson, Administrative Specialist
Christine Victorino, Associate Chancellor

    b. *If different, please provide the names, titles and emails of your campus police advisory board members*

Gerry Bomotti (Vice Chancellor of Planning Budget & Administration and Chair)
Brian Haynes (Vice Chancellor of Student Affairs)
Christine Mata (Dean of Students)
Andrew Larratt-Smith (Ombudsman)
John Freese (Interim Chief of Police)
Jeff Kraus (Community & Local Government Relations)
David Bergquist (Chief Campus Counsel)
Mariam Lam (Associate Vice Chancellor & Chief Diversity Officer)
Brian Fedirici (Faculty Welfare Committee)
Kristin Branson (Director of Employee & Labor Relations)
Ingrid C Fahr (Director of Risk Management)
Luis Huerta (ASUCR President)
Nichi Yes (Graduate Student Association President)
Johnathan Lozano (UCR Staff Assembly)
Rocio Munante (Diversity Council)
Victor Marroquin (Diversity Council, Chicano/Ethnic Resource Centers)
Christopher Lynch (Dean, Bourns College of Engineering)
Paul Dombrowski –Police Officer, Crime Prevention Detective

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

By numerous accounts, the UCR community has expressed feeling or experiencing a lack of safety on campus. Using a dictionary definition, safety is defined as "the condition of being protected from or unlikely to cause danger, risk or injury or denoting something designed to prevent injury or damage."

We recognize that safety should address more than physical protection, but also address mental health and emotional well-being. The task force aims to redefine safety on UCR's campus as inclusive, compassionate, resourceful, purposeful, preventative, and rehabilitative, combined with the requisite resources to support this new definition. Further, campus safety includes collaboration with the City and County of Riverside to provide and enhance resources for the region.

Ultimately, we envision a UCR campus safety infrastructure and set of operations that will support, educate, and revitalize the campus community; hence, resulting in fewer criminal cases, more inclusion and less bias, and a safer campus community for everyone. Importantly, this vision should be based upon the principles of diversity, equitable treatment, and inclusivity.

Moreover, particular attention and investment of resources should be directed toward the safety and well-being of marginalized communities, including but not limited to Undocumented,

International, Indigenous, Black, Brown, Queer, Trans, Neurodiverse, and Disabled groups.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

    a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

The following recommendations from our task force report address these questions, pending further action on these recommendations.

1A. As a step toward narrowing the role of traditional law enforcement, integrate UCR's Police Department into a more comprehensive Campus Safety Division, which will seek to increase engagement with and responsiveness toward UCR's highly diverse student body, improve coordination with university partners, and provide a new accountability structure outside of UCPD.

1B. Integrate campus safety activities, including prevention and response, more deliberately with existing campus-based programs that address issues such as mental health, domestic violence, sexual harassment, and drug or alcohol abuse, such as those units within Student Affairs, Human Resources, and Title IX; and pursue innovative models to pair and cross-train public safety personnel with campus practitioners.

2B. Conduct a comprehensive assessment of campus needs for public safety, based on at least five years of data (e.g, number and types of campus calls, number and types of interventions and arrests, number and types of complaints); and assign campus safety personnel accordingly. Specifically, personnel funding should be directed toward non-sworn, unarmed safety officers and hiring more intervention specialists (e.g., mental health counselors and social services), who can address the majority of current UCPD incidents reported; and any current position vacancies should be reallocated toward hiring mental health specialists, when the university budget allows.

    b. ***For Campuses with a Medical Center****: What additional considerations or approaches can be taken in the medical center?*

Not applicable.

    c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.*

Not applicable.

    d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

In the absence of UCPD's existence, the University of California would have to contract with either the City of Riverside Police department or the Riverside County Sheriff's department for police

services. The campus would then be subject to those agency's staffing, response and reporting policies, that are not typically designed to address the needs of a university community.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

    a. *Please complete the Excel report template with available data (attached with email) for your campus.*

See attachment.

    b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

See attachment.

    c. *If RIPA data are not yet available, what would be required to accelerate availability?*

Not applicable.

    d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

Not applicable.

    e. *Confirm here the website your campus uses to post UCPD complaint data:*

Complaints can be filed through this website: https://police.ucr.edu/document/file-complaint; but those complaints are not currently posted online.

    f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*

https://compliance.ucr.edu/clery-act-compliance

V. Reconciliation:

    a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

Below are some of the recommendations and relevant activities that are proposed in the task force report.

1A. As a step toward narrowing the role of traditional law enforcement, integrate UCR's Police Department into a more comprehensive Campus Safety Division, which will seek to increase engagement with and responsiveness toward UCR's highly diverse student body, improve coordination with university partners, and provide a new accountability structure outside of UCPD. Such activities should include, but are not limited to the following:

i.   The Division should engage in a strategic planning effort that will serve as a roadmap for transformation efforts. This will entail development of the Campus Safety Vision, Mission, and Values Statements that focuses primarily on public safety, rather than law enforcement, while acknowledging how systemic racism and implicit bias may cause some community members to fear any police interactions.

ii.   Increase community engagement via regular town halls and office hours, and other informal opportunities to regularly interact with campus groups (e.g., Black Faculty and Staff Association, Staff Assembly, Ethnic & Gender programs, LGBT Center, Coffee with a Cop), with goals of developing a deeper understanding of the safety needs of different groups on campus and developing trust.

iii.   Establish one or more satellite offices (pending budget and space availability), as well as virtual/online options for community engagement, particularly among more vulnerable communities.

iv.   Develop messaging and outreach efforts that speak to the campus community and encourage positive interactions, provide instruction on how to deal with crisis situations (including for example, training on self-defense techniques), and where to report and seek support from campus partners.

2A. Improve recruitment, training, and retention efforts to address implicit bias and related infractions or misconduct. Such activities should include, but are not limited to the following:

i.   Effective immediately, the entire UCPD staff should be publicly reviewed by the Riverside community, UCR community, and alumni for histories of bias, violence, discrimination, harassment, and murder. Following the public release of this data, there should be training tailored to address any issues identified, and relevant disciplinary procedures, if warranted.

ii.   Implement regular trainings on implicit bias and microaggressions in collaboration with the Diversity, Equity, and Inclusion (DEI) Office and the Vice Chancellor/Chief Diversity Officer, and develop a shared understanding of the following: anti-Blackness, anti-BIPOC, and anti-LGBT societal context; intersectionality; institutional and systemic forms of discrimination and inequity; and respectful, inclusive and trauma-informed communication/interview practices. Regularly scheduled DEI-facilitated training may include direct student, staff, and faculty experiences and voices, so that there is genuine dialogue, in order to foster mutual understanding and a better sense of community among campus safety personnel and all university stakeholders. Dually, these trainings should pull from the scholarship, teachings, and recommendations produced by students and faculty with relevant subject matter expertise in the College of Humanities, Arts, and Social Sciences.

iii.   Improve recruitment outreach and expand personnel engagement with the larger campus community in order to increase recruitment and retention among historically underrepresented groups; such efforts could include a community panel review for recruitments, promotions, and other HR actions.

iv.   Enhance efforts of the Community Service Officers (CSO) Program to recruit diverse UCR students to serve; and provide the CSOs with thorough anti-bias, microaggression, and conflict resolution training.

2B. Conduct a comprehensive assessment of campus needs for public safety, based on at least five years of data (e.g, number and types of campus calls, number and types of interventions and arrests, number and types of complaints); and assign campus safety personnel accordingly. Specifically, personnel funding should be directed toward non-sworn, unarmed safety officers and hiring more intervention specialists (e.g., mental health counselors and social services), who can address the majority of current UCPD incidents reported (see Table 3); and any current position vacancies should be reallocated toward hiring mental health specialists, when the university budget allows. Such activities should include, but are not limited to the following:

i.   Halt all UCPD hiring and personnel actions, pending completion of the comprehensive assessment of campus needs for public safety; this includes the hiring and appointment of UCR's permanent Chief of Police.

ii.   Conduct a 5-10 year assessment of UCPD activities, such as campus calls, interventions, arrests, complaints, including specific data on interactions with campus affiliates and non-affiliates (and their demographics, if available).

iii.   Conduct a campus safety survey to determine community needs and priorities, specifically among students, staff, and faculty.

iv.   Based on the comprehensive assessment and survey data, redirect funding for open or existing positions toward non-sworn campus safety personnel, such as unarmed security personnel, mental health and alcohol/drug abuse counselors.

v.   Improve partnerships with Student Conduct and the Dean of Students Office to provide alternative conflict resolution pathways for students.

vi.   Determine in consultation with UCPD, Student Affairs, Case Management, and Student Conduct clear flow charts for first-response processes and appropriate stewardship of case management. The data includes officer perception of race, sexual orientation, gender, and many other parameters.

    b.   *Who on campus is involved in these efforts?*

See those listed above.

    c.   *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the*

opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships).

See training efforts listed above, under 2A.

VI. Accountability:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

• Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.

• The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.

• The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.

• Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.

• The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.

• The boards should prepare annual reports of their activities.

a. What is the charge, or charter, of your police advisory board?

Mission

The Campus Community Advisory Board proactively seeks the advice and counsel of a diverse group of campus community members regarding issues that impact the safety and quality of life for the UCR community. The goal of this counsel is to help the police department achieve its mission: to enhance the quality of life by providing a secure and safe environment through professional service to the University community. Suggestions, opinions and counsel delivered by the board to the campus are not binding; the campus will have the final authority to implement board's counsel.

Purpose

The Campus Community Advisory Board will make recommendations to the campus in the areas of:

•Strengthening trust between the police department and campus community

• Campus community concerns and issues

• Perceptions of the campus police department

• Issues affecting public safety on campus and in adjacent neighborhoods

• Crime prevention and reduction programs with an emphasis on community engagement

• Opportunities for improvements of the delivery of police service to the UCR community.

b. *Does the advisory board review allegations of police misconduct or review complaints?*

The board did not specifically review allegations of misconduct or review complaints.

c. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committee include students and other campus community members?*

Prior to the campus safety task force, we conducted a panel interview for all officer and lieutenant hiring processes. The processes are always overseen by an HR business partner.

The panel included law enforcement and campus community representatives. The community representatives were usually staff members who had regular interactions with the police department.

Since the formation of the task force, our recent sergeant recruitment process included a law enforcement panel interview, a separate community panel interview made up of panelists suggested by the task force, VCSA and the faculty senate, and department management team candidate review.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

We are not accredited with IACLEA. Previous Vice Chancellor Ron Coley directed us to start this process in 2018. We paid dues to become IACLEA "members" in 2018, which was just the beginning of the accreditation process.

Lt. Morrison visited CSUN PD in 2018 to review their successful IACLEA re-accreditation process. He was told that the initial process takes 12-18 months to complete and costs thousands of dollars, depending on the improvements that are required to be made to police facilities and equipment.

Vice Chancellor Coley eventually directed Mike Lane to abandon the accreditation process due to budgetary constraints at the time. We have not continued to pay annual membership dues, as IACLEA has not been collecting dues, due to COVID. We are not currently pursuing accreditation.

VII. Student and Community Involvement:

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*

There are student and community representatives on our task force, and we have invited students to speak and engage with the task force during two meetings (see minutes posted here). Additionally, the task force conducted two campus town halls that engaged the entire campus community, including students.

b. *How is your campus addressing student participation over the long-term?*

We anticipate students will participate in the following groups: (i) a Chancellor-appointed standing committee or workgroup to continually review best practices and the research literature on campus and community safety and to monitor and evaluate the implementation of the task force's recommendations, and (ii) the Chief's Community Advisory Board (either as a reconfigured body, or potentially another independent group).

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

The Campus Safety Task Force is comprised of students, staff, faculty, and community members to advise on how the campus might improve safety. The task force deliberations and recommendations benefited significantly from all members' diverse expertise, perspectives, and insight. All contributed to the development of the report and recommendations; see meeting minutes posted to the website. Though, it should be noted that there is not unanimity among task force members regarding the final scope of the report and its set of recommendations, as would be expected from a multidimensional and intersectional group of community stakeholders.

VIII. Campus Recommendations for Systemwide Guidance:

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*

All of the recommendations may help to inform and shape other campuses' activities.

b. *What aspects of campus safety and security should be locally determined, and why?*

Collaborations with local city and county law enforcement agencies and district attorneys' offices.

c. *Do you have any other recommendations or comments?*

Assistance from UCOP on restructuring police departments and hiring non-sworn personnel.

UPDATE ON CAMPUS SAFETY TASK FORCE

UC SANTA BARBARA

UPDATE ON CAMPUS SAFETY TASK FORCES

FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu cc: Cathy.Osullivan@ucop.edu

CAMPUS: Santa Barbara

CONTACT PERSON: Garry Mac Pherson

GUIDANCE FOR COMPLETION

Please complete the following questions and **submit prior to March 12th**. Responses to selected questions or all questions will be publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you confer with your campus task force or at least the task force co-chairs on these responses.

Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses.

The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;

- A call for greater **transparency and access to data;**

- A need for **reconciliation;**

- A call for **accountability**, such as through a campus police advisory board or third party certifications or reviews; and

- Increased **communication with and involvement of students**.

REFERENCE MATERIAL

The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:

- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;

- the "wordcloud" that the attendees generated;

- the Jamboard™ output of top themes from each breakout session;

- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

Police Advisory Board Membership:

Geoffrey Raymond, Co-Chair; Professor, Sociology

Sharon Tettagah, Co-Chair, Professor, Black Studies; Director, Center for Black Studies Research

Que' Aire Anderson, Student Representative

Katya Armistead, Assistant Vice Chancellor and Dean of Student Life

Kelly Barsky, Deputy Director of Intercollegiate Athletics

Richelle De Los Santos, Staff Representative

Richard Duran, Professor, Education: Faculty Equity Advisor

Howard Giles, Professor, Communications

Raymok Ketema, Student Representative

Belinda Robnett, Vice Chancellor for Diversity, Equity and Inclusion

Yasmin Salari, Executive Vice President for Local Affairs, Assoc. Students

Ram Seshadri, Professor, Materials

Jordan Tudisco, VP of Graduate Student Affairs, Graduate Student Assoc.

Kim Yasuda, Professor, Art

Ex officio Alex Yao, Chief of Police

Staff Support Angela Cantu

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

   We have not sought to define safety, but we have focused on how concerns about safety might be addressed. It is our view that any attempts to define "safety" should focus on community members who do not currently feel safe, and should encompass encouraging a sense of community belonging, quality of life, and equity of experience among students, staff, and faculty. As part of this, campuses should especially focus on developing a greater sense of community, belonging, physical and psychological safety among students of color, underrepresented, non-traditional, and marginalized communities on campus (e.g., Black, Latinx, LGBTQIA+, formerly incarcerated, undocumented students, student parents, etc.).

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call responses previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

   Discussions and collaborations regarding this matter are occurring. UCPD has been in discussions with campus mental health partners, including the Student Behavioral Intervention Team, Threat Management Team, and Mental Health and Law Enforcement Response Committee, on enhancing campus approaches to respond to and address mental health related calls for service and other incidents.

b. **For Campuses with a Medical Center**: *What additional considerations or approaches can be taken in the medical center?*

   N/A

c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.*

   UC Santa Barbara does not employ security guards. Private companies are contracted

for large special events, such as concerts or sporting events. Only companies that have been pre-approved by UCPD may be used for these events. During the events the contracted security guards report to their company's supervisor, who then reports to both the event organizer and the onsite police supervisor.

d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

The Santa Barbara County Sheriff's Department and the California Highway Patrol have jurisdiction surrounding the UC Santa Barbara campus. Both would serve in this capacity in the absence of a UC Santa Barbara Police Department. This would be contract services for a fee.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the University wide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

a. *Please complete the Excel report template with available data (attached with email) for your campus.*

   Refer to RIPA data submitted to UCOP by the Council of Chiefs.

b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

   https://www.police.ucsb.edu/demographics-officer-initiated-contacts

c. *If RIPA data are not yet available, what would be required to accelerate availability?*

   Although UCSB PD is not required by law to report RIPA data until April 2023, it has been collecting portions of the RIPA data since October 2019 and publishing it online for transparency. However, this has been done manually due to the limitations of our aging records management system. UCSB is currently identifying financial resources to upgrade its records management system to a system capable of efficiently managing the needs of a contemporary university law enforcement agency, including, but not limited to, essential and mandated functions such as the RIPA, CLERY, and NIBRS data collection and reporting.

d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data: Confirmed*

   https://www.police.ucsb.edu/demographics-officer-initiated-contacts

e. *Confirm here the website your campus uses to post UCPD complaint data: Confirmed*

   https://police.ucsb.edu/department-complaint-data.

f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics: Confirmed*

   https://www.police.ucsb.edu/sites/default/files/2020_Annual_Security_%26_Fire_Safety_Report.pdf

V. Reconciliation:

a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

   Building trust will take considerable time and sustained, focused effort by the campus leadership, police department, PAB and others. We envision a multi-stage effort that begins with listening to community members, with a particular focus on students of color, underrepresented, non-traditional, and marginalized communities (e.g., Black, Latinx, LGBTQIA+, formerly incarcerated, undocumented students, student parents, etc.). Next stages will include opportunity for consensus building around proposals entailing substantive changes that address the concerns raised in these meetings, particularly those involving past and current harms, and all other matters related to reconciliation with stakeholders.

   To begin this process, the PAB will provide campus and community members opportunities to share grievances with and concerns about their experiences with police and policing practices via (a) Town Hall meetings, (b) Student-led focus groups that report to the PAB, (c) the UC system's anonymous portal for complaints, and (d) regularly scheduled opportunities for community members to address the PAB.

b. *Who on campus is involved in these efforts?*

   UCSB PAB, Chief Yao and others that we meet with during our townhall and information sessions.

c. *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

   During our listening and response sessions we hope to address and reduce historical tensions.

VI. Accountability:

In June 2020, all campuses responded to the University wide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory

boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

- *Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.*

- *The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.*

- *The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.*

- *Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.*

- *The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.*

- *The boards should prepare annual reports of their activities.*

a. *What is the charge, or charter, of your police advisory board?*

- *Assess and evaluate the needs and concerns among students, staff, and faculty at UCSB related to: (a) **policing** in order to identify needed changes in police practices and training and to ensure equity in campus safety; and (b) **community safety, quality of life, and equity of experience** to identify needed changes in community safety resources to ensure equity in community safety.*

- *Promote accessibility and accountability to the campus community and the general public by providing open meetings, multiple forums, listening sessions, and public meetings to discuss experiences of community safety and community-centered approaches to improving and/or maintaining community safety.*

- *Improve and strengthen systems of accountability by increasing transparency of policing policies and practices; informing community members of the various ways to submit a formal complaint; providing multiple mechanisms for submitting and responding to civilian complaints, and facilitating the development of easily accessible and transparent reporting mechanisms following interactions between UCSB PD and the campus community (e.g., for complaints of police misconduct). Suggest training based on community complaint systems.*

- *Prepare an annual report for submission to the Chancellor and the broader campus community of all activities, progress, and challenges towards building trust, accountability, and improvements in policing and community safety, which includes recommendations and suggestions for the Chancellor to adopt in pursuit of a healthier and safer campus climate. All reports will be published on the PAB's website and disseminated intentionally to impacted groups.*

b. *Does the advisory board review complaints? (see above)*

PAB believes that they should have access to all publicly available complaints with guidance on how to participate in this process to have the most impact with stakeholders (students, staff, faculty). However, currently the PAB does not review complaints.

c. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committees include students and other campus community members?*

Several faculty and students from UCSB campus participated on our current chief's search committee. The most recent Police Chief recruitment was completed in 2020. The process included nearly 75 participants from student organizations, faculty, and staff representatives. In addition, each of the final candidates were interviewed by 7 sub sections of panels, including Student Affairs, The Police Advisory Board, and the Threat Management Team/Student Behavioral Intervention Team, Senior Campus Officers, Student Leaders, UC Santa Barbara Police Department Leadership, The Police Chief Search Advisory Committee, and the Chancellor.

We would anticipate that positions at the level of command staff and police officers would include representatives from the Department, adjacent agencies, and selected representatives from the campus community.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

No, we are not certified by IACALEA, but would welcome participation if adopted as a UC standard.

VII. Student and Community Involvement:

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*

Students participate in the Police Advisory Boards and several other campus organizations, where safety is a theme. As the Police Advisory Board begins to mature, they will become a central focus for campus safety. We welcome this evolution and look forward to engaging in new ways as they are identified.

b. *How is your campus addressing student participation over the long-term?*

We are currently working with students from various communities on our campus. We also have town halls and listening sessions with students.

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

Faculty and staff representations are present on our PAB.

VIII. Campus Recommendations for Systemwide Guidance:

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*

Listening sessions for all community stakeholders.

Town Hall meetings.

b. *What aspects of campus safety and security should be locally determined, and why?*

Locally determine safety and security issues should follow UC policies.

Consider local historical context, individual and group needs.

c. *Do you have any other recommendations or comments?*

Recommendations include assessment for all police in terms of stereotyping and implicit bias; racism, gendered bias, knowledge on how to interact and manage individuals with disabilities, and non-threatening approaches to problem solving.

UPDATE ON CAMPUS SAFETY TASK FORCE

UC SANTA CRUZ

UPDATE ON CAMPUS SAFETY TASK FORCES

FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu cc: Cathy.Osullivan@ucop.edu

CAMPUS _____UC Santa Cruz_____

CONTACT PERSON ____Sarah Latham_____

GUIDANCE FOR COMPLETION

Please complete the following questions and **submit prior to March 12th**. Responses to selected questions or all questions will be publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you confer with your campus task force or at least the task force co-chairs on these responses.

Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses.

The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;

- A call for greater **transparency and access to data;**

- A need for **reconciliation;**

- A call for **accountability**, such as through a campus police advisory board or third party certifications or reviews; and

- Increased **communication with and involvement of students**.

REFERENCE MATERIAL

The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:

- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;

- the "wordcloud" that the attendees generated;

- the Jamboard™ output of top themes from each breakout session;

- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members* See last page for full roster

b. *If different, please provide the names, titles and emails of your campus police advisory board members*

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

We are still at work on a shared vision of campus safety. There are many differing opinions on our campus as there are on other campuses. Certain themes have emerged in the work of our Community Advisory Board. It is clear that our campus wants emotional, mental, and physical safety for all members of our community, and that some people are more vulnerable than others and have differing safety needs. It is also important that community members *feel* safe and that the harm created by perceptions of a lack of safety caused by hate incidents and other threats is great. Campus safety is a prerequisite for being able to learn and thrive in a community and includes having one's basic needs met.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

UC Santa Cruz already uses Community Safety Officers, assigned outside of the Police Department. A further description of this program is in the security guard section below.

With regard to partnership with mental health professionals, the campus charged a workgroup to develop a proposal for a new Crisis Intervention Team model. The proposal is being shared

for consultation with groups, including the Campus Safety Community Advisory Board, and we look forward to receiving their input. The proposed Crisis Intervention Team structure will be a critical element of our mental health support and crisis response strategy for students and the broader community. The new model will pair a Counseling and Psychological Services (CAPS) licensed therapist with a UCPD officer to more effectively respond to students. It is intended to improve:

- Safety assessments and processes when the need for psychiatric hospitalization is indicated;
- Follow-up services for students in crisis, particularly those at risk of falling through the cracks or further decompensating without additional care;
- Expansion of crisis support services to include evenings and, eventually, weekends;
- The experience of crisis support for students on campus, particularly for those with marginalized identities where law enforcement alone might add an additional barrier to seeking care; and
- Integration with the Behavioral Intervention Team.

This partnership would allow the campus to more compassionately and effectively conduct welfare and safety checks, access and expand upon existing services through on-scene assessments, enhance communication among campus entities, and make referrals into the community. It also creates a pathway for increased support of students in distress who are evaluated but do not meet criteria for involuntary hospitalization. In coordination with Slug Support, Colleges, Housing and Educational Services, and other agencies, they may also assist with other concerns impacting our community, including but not limited to food and housing insecurity, to decrease future harm from mental health issues.

b. **For Campuses with a Medical Center**: *What additional considerations or approaches can be taken in the medical center?*

N/A

c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision.*

The campus has long utilized a Community Safety Officer (CSO) model on campus. The CSO group functions outside of the campus Police Department and reports through the campus housing structure. CSOs work in conjunction with the UC Police, Santa Cruz Fire and the administration of university residential communities (both on- and off-campus) to ensure a safe and secure living environment for all residents.

CSOs are trained in emergency response, first aid, CPR, and disaster response. They connect to the campus dispatch when issues arise requiring additional emergency support. Teamwork is a highly valued skill in our program and our CSOs work in teams to provide consistent service across campus and in all residential communities.

CSO functions include, but are not limited to:

- assistance with lockouts,
- securing buildings,
- providing first aid,
- assisting with noise complaints,
- assistance with documenting policy violations,
- assistance with nighttime maintenance issues,
- assisting with calls for police, fire or medical assistance,
- and residential event security

The campus also utilizes the UCPD Student Ambassador model. Students are employed by UCPD and used for all University sites to provide on-site support for general safety, security and educational outreach for the campus community. They also focus on policy promotion and education (Smoke Free Campus, Campus Animal Policy, etc.).

d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

UC Santa Cruz has sites in multiple counties. In addition, part of the residential campus is outside the city limits. Multiple agencies would have jurisdiction, including, but not limited to: the Santa Cruz Police Department, Santa Cruz County Sheriffs' Department,Scotts Valley Police Department, Santa Clara County Sheriff's Department and Monterey County Sheriff's Department.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

a. *Please complete the Excel report template with available data (attached with email) for your campus.*

b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

c. *If RIPA data are not yet available, what would be required to accelerate availability?*

We are mandated by law to start collecting true "RIPA" data in 2022. The state mandate is based on department size, as indicated by the state RIPA board website. The UC Santa Cruz Police Department falls in the last wave because our department has fewer than 334 peace officers. The UC Santa Cruz Police Department is working to implement RIPA data collection reporting by January 1, 2023. Current activities include training officers and working with the software vendor to activate the RIPA feature in our RIMS system.

d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

Once we start reporting RIPA data, it will be available on our police.ucsc.edu website. Though not yet in RIPA format, we do currently have stop data posted online via our ucsc.crimegraphics.com website.

e. *Confirm here the website your campus uses to post UCPD complaint data:*

Complaint data for 2020 have been submitted to the California Department of Justice and is available online at https://police.ucsc.edu/report/doj-reporting-complaints.html

f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*

The UC Santa Cruz annual safety report is available online at: https://police.ucsc.edu/crime-prevention/alerts/community-alerts-current/alert-093020.html

V. Reconciliation:

a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

The Chancellor, CP/EVC and Vice Provost and Dean of Graduate Studies are meeting for facilitated conversations, program by program, with all graduate students to listen to their concerns and lay the groundwork for better relationships. We are examining additional ways to reach undergraduate students, recognizing that healing and reconciliation start with communication and developing the relationships.

Many campus safety issues or flashpoints that could result in harm are related to basic needs and the strain on students of having to advocate around those needs. We've been working to improve our basic needs infrastructure and continuously better support students.

The process to constitute the Campus Safety Community Advisory Board and negotiate its charge with constituents engaged students, student organizations, faculty, and staff across campus. This approach was aimed at building the terms of reconciliation, which is a longer process. We move forward through this work acknowledging the negative experiences our community members have had and building trust by building consensus, acting on recommendations, and prioritizing communication and dialogue when that is not possible.

b. *Who on campus is involved in these efforts?*

Community members across the campus are involved in this work and faculty and staff

members

have long been invested in equity and supporting the lived experiences of students. Beyond those mentioned in the answer above, the interim Vice Chancellor of Student Affairs and Success Jennifer Baszile is an important partner in this work. One example of how she is refocusing the Division of Student Affairs and Success is the development of the Office of ABC Student Success to address student concerns.

AVC and Chief Diversity Officer Teresa Maria Linda Scholz is also a crucial partner and has put together a site to catalogue anti-racist work across the campus. Of particular note is the work of the Center for Innovation in Teaching and Learning which offers faculty support to build inclusive pedagogy across the curriculum and promote equity in remote learning environments.

The members of the Campus Safety Community Advisory Board are explicitly invested in creating the conditions for reconciliation.

c. *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

This summer the Office of the Chancellor collaborated with the Division of Student Affairs and Success to support undergraduate research fellowships for students focusing on barriers to success for undocumented and Black students on our campus. Students co-created these research opportunities and they are continuing in implementation phases across campus. Paid opportunities to advance student's academic goals while also engaging their advocacy will help students make lasting change on our campus and could be a good path toward engaging students in the safety conversation in ways that also create opportunities for them and contribute to their own goals.

While many constituents have done anti-racist on campus as scholars, students, and community members, formal mechanisms to fight racism on campus include response to hate speech, assessments of and attempts at addressing campus climate, and compliance with state and federal mandates. Compliance offices addressing discrimination on the basis of protected identities were recently reorganized under the auspices of the Office of Equity and Equal Protection. UC Santa Cruz has been an important site for the emergence of abolitionist feminism and critical race theory, which informs much anti-racist organizing. Decades of activism created the Critical Race and Ethnic Studies BA Program (CRES), This work has informed the formation of the CS CAB, represented in its Co-Chairs, Isabel Dees, Associate Vice Chancellor of the Equity and Equal Protection Office, and Dr. Marcia Ochoa, a faculty member in Feminist Studies and CRES.

VI. Accountability:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication

between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

• Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.

• The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.

• The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.

• Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.

• The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.

• The boards should prepare annual reports of their activities.

a. *What is the charge, or charter, of your police advisory board?* Link to charge

b. *Does the advisory board review allegations of police misconduct or review complaints?*

    No, the board is advisory to the Chancellor and does not currently review allegations of police misconduct or review complaints.

c. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committees include students and other campus community members?*

    Officer and officer trainee applicants who submit the full application, complete and pass required testing, and meet requirements, are invited to an interview. The interview panel includes a UCSCPD lieutenant, administrative sergeant, and the business manager. Lieutenant applicants who submit full application, complete and pass required testing, and meet requirements, are invited to panel interviews. One panel of first responders, including local (outside UCSC) law enforcement, local fire personnel and the UCSCPD business manager or other UCSCPD civilian employee. The second panel is of community members within the UCSC campus. In the past, this panel has included staff and faculty from various departments and campus organizations including Title IX, Office of Diversity, Equity, and Inclusion, Campus Counsel, Women's Center. Students have not consistently been included in the panel process. Moving forward, the process will include student representation.

    The campus will be launching a search for a new Chief of Police in fall, and will use a highly integrated model for campus engagement and stakeholder review. The search advisory committee will include faculty, staff, students as well as members of the Santa Cruz community. Representation from the Campus Safety Advisory Board will be included in the committee.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

The campus is not currently certified via IACALEA, but is developing a workplan for pursuing accreditation. The workplan is slated for completion by fall 2021 and will outline the resources required to undertake the accreditation.

VII. Student and Community Involvement:

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*

We have undergraduate and graduate student participants on the advisory board who are engaged in each of the subcommittees developing recommendations. It was difficult to cultivate student participation, and our co-chairs met with groups concerned about having representatives to answer questions and develop relationships. The group is structured horizontally to encourage student participation and two staff members on the board have helped students develop communication agreements so they have more agency in the space.

We also provide students with a stipend for each quarter they participate and have students representing both graduate and undergraduate student governments and the "Big Five" ethnic and cultural organizations on campus. A paid graduate student researcher is also supporting the board and providing additional input and study opportunities for students.

b. *How is your campus addressing student participation over the long-term?*

Our advisory board was not conceived as a task force, but as a group that will continue and evolve over the long term. We hope to continue providing stipends to students for their participation and maintain a robust representational model. The advisory board's recommendations are not complete and are due at the end of the year, but this is a specific area of focus for the community engagement subcommittee. We expect that several recommendations will be around engagement, including ways to help the campus police department create community with students, programs to support student involvement in campus safety related to campus employment, and recommendations to improve outcomes around protest response.

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

We have strong staff participation in the advisory board, but as with students, we have had difficulty recruiting faculty members. We approached a number of faculty members recommended by the Academic Senate, and experienced challenges recruiting a faculty co-chair. As a result of many years of task forces and committees which have not been empowered to enact real change, faculty members are concerned about participating when they are not sure that the board's recommendations will create change. We were successful in recruiting faculty by hearing these concerns, committing to a negotiated charge, and through trust transfer with

our co-chairs.

We expect that the board's recommendations will advise new models for sharing the responsibility of campus safety across our community to more fully engage faculty and staff. Our faculty and staff members are very interested in this work and we have had direct inquiry and engagement from the Academic Senate and the Staff Advisory Board, and have committed to continuing to provide updates throughout the process. We hope that our horizontal structure and action based approach to the charge of the board engenders trust that promotes more direct participation from faculty and staff next year.

VIII. Campus Recommendations for Systemwide Guidance:

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*

While our recommendations are not yet due, we expect that many will be applicable to other campuses. Our board has expressed wide-spread support for a Crisis Intervention Team model to ensure that we have mental health professionals responding to community members in crisis. We have support for police using more approachable vehicles (bikes instead of SUVs for example) and having alternatives to the full uniform and being fully armed at all times. We also have strong support for "after-care" to support community members after trauma or engagement with compliance or police processes. All three of these recommendations could be broadly applicable to other campuses.

The approach of the CAB is informed by a vision of campus safety "rooted in relationships of care, accountability, and transformation rather than policing and punishment" (from a recent survey of CAB members). This vision could be shared across the system.

In addition, attention to the development of community agency models to structure the board and it's recommendations is itself a procedural recommendation that may be applicable to all campuses.

b. *What aspects of campus safety and security should be locally determined, and why?*

Each campus has a unique geographical layout, relationship with the community, and composition of community members. We think that giving campuses the ability to determine these aspects of campus safety and engage community members in that determination will remain crucial. At UC Santa Cruz, many people have highlighted the need for more and better lighting at night as an element of campus safety, for example. Place-specific considerations, additional training to address specific issues or recent incidents, and programs that help get the community involved in campus safety all should remain locally determined.

c. *Do you have any other recommendations or comments?*

This is difficult work that will require consistent attention moving forward. Finding ways to keep the campus engaged when not in crisis and the ability to articulate responsiveness to community needs will be crucial. It would be very helpful to have a clearer sense of campus authority with regard to police and campus safety. Knowing the timeline for implementation of

some of the outstanding 2019 recommendations marked for implementation on the systemwide level by UCOP would also be helpful.

UCSC Campus Safety Community Advisory Board

Member	Title	Role outlined in charge	Division/Representation	Email
Anna Finn	Associate Chancellor and CoC	n/a (support)	CO	
Alison Lucas	Chief of Staff	Continuing member of Chief's advisory board	Arts	
Amanda Collins	Undergrad Student	SANAI		
Anne Fosburg	Graduate student	GSR	GSR	
Dani Barker	Associate Director, College Student Life Operations & Staff Development	CHES	CHES	
Daniel Halpern-DeVries	Undergrad Student	SUA	Crown College	
Dave Keller	Executive Director	CHES	CHES	
Evin Knight	Director of Operations IST	SAB	SAB Representative	
Fernando Leiva	Professor	Faculty member	Latin American/Latino Studies	
Garrett Naiman	AVC & Dean of Students	Ex Officio Dean of Students	Dean of Students	
Gary Dunn	Director of CAPs	CAPs	Counseling and Psychologal services	
Illeana Waddy	Undergrad Student	BSU		
Isabel Dees	AVC EEP	Co-Chair	Title IX/Equity & Equal Protection	
Jazmin Benton	Graduate student	GSA	GSA	
Jean Marie Scott	AVC Risk & Safety Services	Ex Officio AVC Risk & Safety Services	BAS	
Jennifer Schiffner	Director, Employee & Labor Relations	HR and continuing member	SHR	
Jessica Taft	Professor	Faculty member	Latin American & Latino Studies	
Jim Kari	Dir of Physical Plant Services	Facilities	Physical Plant	
John Childs	Professor Emeritus	Faculty member and continuing member	Sociology	
Kelsey Hole Ferrell	CARE Director	CARE	Student Health Center	
Lawrence Andrews	Professor	Faculty member	Film & Digital media	
Linda Scholz	AVC Chief Diversity Officer	Ex Officio CDO	ODEI	
Lucy Rojas	AVC & Chief of Staff	continuing member of Chief's advisory board	Student Affairs & Success	
Marcia Ochoa	Associate Professor and Provost	Co-Chair	Feminist Studies and Oakes	
Mary Garcia	Interim Chief of Police	Ex Officio Chief of Police	Police Department	
Maryjan Murphy	Senior Assoc Director	CAPs	Counseling & Psychological Services	
Nick Otis	Fire Marshal	Ex Officio Fire Marshall	Emergency Services	
Riana Howard	Interium Director AARCC	Resource Centers	Resource Centers	
Ricky Yang	Undergrad Student	APISA		
Sarah Troy	Director of User Services & Resource Sharing	Library	Library	
Scott Hernandez-Jason	Director of News & Media Relations	continuing member of Chief's advisory board	Communications & Marketing	
Van Williams	Vice Chancellor	ITS	ITS	

UPDATE ON CAMPUS SAFETY TASK FORCE

UC SAN DIEGO

UPDATE ON CAMPUS SAFETY TASK FORCES

FOR UC CAMPUS SAFETY SYMPOSIUM PART II

Due March 12, 2021 to Rachael.Nava@ucop.edu cc: Cathy.Osullivan@ucop.edu

CAMPUS ___UC San Diego_____

CONTACT PERSON ___Gary Matthews, Vice Chancellor__

GUIDANCE FOR COMPLETION

Please complete the following questions and **submit prior to March 12th**. Responses to selected questions or all questions will be publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you confer with your campus task force or at least the task force co-chairs on these responses.

Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses.

The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;

- A call for greater **transparency and access to data;**

- A need for **reconciliation;**

- A call for **accountability**, such as through a campus police advisory board or third party certifications or reviews; and

- Increased **communication with and involvement of students**.

REFERENCE MATERIAL

The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:

- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;

- the "wordcloud" that the attendees generated;

- the Jamboard™ output of top themes from each breakout session;

- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members*

James Antony, Dean of Graduate Division
Susan Bernal, Humanities and Social Sciences Management Services Officer,
Elizabeth Billberry, Director of Security Services, UC San Diego Health
Adrianna Blackshire, Marshall Senator, Associated Students
Brimmeier, Dean of Student Affairs
Caitlin Chu, Administrative Analyst, CFO
Laura Chipman, Vice President Campus Affairs, Graduate Student Association
Scott Desposato, Professor, Political Science
Earl Edwards, Director of Athletics
Amy Engel, Senior Director, Capital Program Management
Brian Favela, Associate Director, Transportation
Burgundy Fletcher, Vice President of Equity, Diversity and Inclusion, Graduate Student Association
Malik Gilbert, BRC Black Student at Large
Tawnee Gomez, Senior Project Analyst, Academic Affairs
Steve Jackson, AVC Resource Management and Planning
Aaron Mahn, Housing Dining Hospital Superintendent
Robert Meza, Campus Physical Security Program Manager
Quynh Nguyen, President, Graduate Student Association
Porsia Curry, Director, Black Resource Center
Nicholas Raichart, Associate Ombudsperson, Office of the Ombuds
Dave Rose, Chief of Police
Erika Saracino, Clery Compliance Officer
Alysson Satterlund, Vice Chancellor of Student Affairs
Sigurdson, Professor, Pathology

Corey Singleton, Director, Environmental Health and Safety; Committee Chair
Karyn Speidel, Campus Transformation Manager
Eric Watkins, Professor, Department of Philosophy
Donna Yerat-Rodriguez, LGBT Resource Center Intern

b. *If different, please provide the names, titles and emails of your campus police advisory board members*

No difference.

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

The interim definition of "campus safety and security" at UC San Diego is the following:

We believe that students, staff, and faculty need to feel a sense of belonging, safety and fairness in order for us to be able to reach our individual and collective goals successfully. In particular, this entails an acknowledgment of historical wrongs on the basis of race, class, nationality, gender, sexuality, religion, and ability and an affirmative commitment to the equitable and respectful treatment of all peoples.

We continue to gather input from our community.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

The UC San Diego Police Department has steadily increased the use of Community Safety Officer (CSO) response to calls. In 2019, the department logged 18,407 calls for service; non-sworn officers responded to 38% of these calls. In 2016, CSO officers responded to 278 lockouts and in 2019 they responded to 1,001.

The UC San Diego Police Department and Student Health and Well-Being Counseling and Psychological Services (CAPS) developed the Resources & Response to psychological emergencies program, modeled after the Community Research Foundation Psychiatric Emergency Response Team (PERT). The program will be run by the UC San Diego Psychiatric Emergency Response Team and pairs a licensed mental health clinician with a law enforcement officer. Rather than law enforcement being the primary or sole responders to psychiatric emergencies, the clinician rides together with the officer for the entire shift and the clinician, provided it is safe, is the first responder and assists persons in behavioral health related crises. The proposal has been submitted to the county and a proposed budget is under consideration.

The program implementation is targeted for the start of Fall quarter 2021.

Environment Health and Safety (EH&S) has been responding to calls related to gatherings and COVID-19 Public Health and County guideline compliance.

b. **For Campuses with a Medical Center**: *What additional considerations or approaches can be taken in the medical center?*

The UC San Diego Health Medical Centers has a dedicated security department responsible for providing safety and security for its patients, staff and visitors. Although law enforcement does not have a presence at either medical center campuses, the security department has a strong supportive collaboration with UCPD for the La Jolla Medical Center and San Diego Police Department for the Hillcrest Campus in the event an immediate police response is necessary.

The security department personnel are non-sworn security staff who have extensive training in verbal de-escalation and non-violent crisis intervention. In a complex and dynamic environment, the health security staff focus on providing a safe environment for the clinical staff to provide ongoing care to patients.

c. *Please describe the use of security guards on your campus (and medical center where applicable), including training, organizational alignment and supervision*

The Residential Security (RSO) Program is a $2.85M program funded by Housing, Dining, and Hospitality (HDH). RSOs are available 7 days/week, 365 days/year and are supervised and trained by the Police Department in areas such as Powers of Arrest/832, PC Training, Implicit Bias, and other training including 8-10 weeks of field training.

UC San Diego is insourcing security at two satellite locations for mostly daytime to swing shift (3 p.m. to 11 a.m.) security services. Personnel are trained and supervised by the Police Department. All security personnel undergo a modified police officer background investigation and are provided post-offer medical and psychological examinations.

d. *If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?*

UC would have to contract for police services with the San Diego Police Department, Sheriff's Department or the California Highway Patrol.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

a. *Please complete the Excel report template with available data (attached with email) for your campus.*

Data is being collected by Police Coordinator Joe Farrow (UC Davis).

b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here*

c. *If RIPA data are not yet available, what would be required to accelerate availability?*

RIPA data is not yet collected by the UC San Diego Police Department. Data elements that are available will be reported through Police Coordinator Farrow to UCOP. UC San Diego PD is working with its CAD vendor, SunRidge Systems, to enable RIPA compliant data collection after which officers will be trained in its use. The target timeframe to have RIPA collection enabled for testing is by April 2, 2021 and full collection by June 1, 2021, barring any complications.

d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

RIPA data will be made available on our UC San Diego Police Department website once collected.

e. *Confirm here the website your campus uses to post UCPD complaint data:*

https://police.ucsd.edu/services/complaint.html

f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*

https://police.ucsd.edu/alerts/clery.html

V. Reconciliation:

a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

Since 2016, Chief Rose and six UC San Diego Police Officers have been participating in the Game Changers program. The program is designed to bring a cross section of the community together to discuss issues facing our community. Participants discuss topics such as mental health, communication, Use of Force, de-escalation, and training. This forum provides opportunities to see other perspectives and work together. Due to the COVID-19 pandemic, events are being held in a virtual format and happen at least once a month.

Additionally, PD has engaged in webinar outreach activities, town halls, internal assessments, and trainings for officers and personnel.

b. *Who on campus is involved in these efforts?*

Outreach is a campus-wide effort and includes areas such as Housing, Dining, and Hospitality (HDH), Equity Diversity and Inclusion (EDI), Student Affairs, Counseling and Psychological Services (CAPS), Environment Health & Safety (EHS), Community Safety and Security Advisory Committee (CSSAC), Transportation and Parking, Medical Centers, Academic Senate, Associated Students (AS), Graduate and Professional Student Association (GPSA), Black Student Union (BSU), Center for Student Involvement, and outreach with Centers on the UC San Diego campus (i.e., La Raza, LGBT Resource Center). This continues to be ongoing engagement.

c. *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

UC San Diego Police Department's enhanced professional development program is one of our most valuable levers in our Transformational Policing Initiative. All employees are required to participate in onboarding training as well as ongoing professional development. Taking a holistic approach to anti-racist education, we have created new modules and plan to integrate anti-racism education into all of our existing training modules. In partnership with our Vice Chancellor for Equity Diversity and Inclusion as well as our Human Resources Division, we have created modules on topics such as: empathy and emotional intelligence; implicit bias; conflict resolution; and building trust and community.

Our Transformational Policing Initiative takes a "whole system" approach wherein we are reexamining our policies, procedures, practices, hiring, attrition, climate, as well as other areas. To support this effort, we invited an external peer review of our unit to gain a better understanding of our strengths and opportunities for improvement, with an emphasis on equity, diversity, and inclusion. Our goal is to continuously improve and to earn and maintain trust. We have also increased our presence on campus for the purpose of being "in community" versus "policing" and we are carefully listening and having responsive dialogues with our minoritized campus community members. We are also hosting a series of webinars and regularly updating our website to communicate our progress and to continuously signal our commitment to partnering with our campus colleagues to advance the mission of UC San Diego. We want to ensure that we are helping to maintain a safe, healthy, inclusive campus environment where everyone can thrive.

VI. Accountability:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

• Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.

• The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.

• The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.

• Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.

• The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.

• The boards should prepare annual reports of their activities.

a.   *What is the charge, or charter, of your police advisory board?*

The Community Safety and Security Advisory Committee (CSSAC) advises the Chancellor of University of California San Diego (UC San Diego) through the Vice Chancellor of Resource Management & Planning, regarding issues that impact safety, security and quality of life of faculty, students, staff and visitors of UC San Diego campus and Medical Centers. The CSSAC proactively seeks the advice and counsel of diverse groups of community members to make recommendations regarding issues that impact the safety, security and quality of life of the students, faculty, staff and visitors of UC San Diego Campus and Medical Centers.

Purpose: provide a forum to exchange safety and security related ideas and discuss community safety issues impacting the UC San Diego community, with the ultimate goal of presenting recommendations to the VC RMP for improvement in these areas. When needed, the committee will create subcommittees to review specific issues. All recommendations reviewed by the Committee will be made to the VC RMP.

The Committee acts in a proactive and problem-solving manner to:

- Address campus community concerns related to safety, security and quality of life issues.
- Discuss issues affecting community safety on campus and in adjacent neighborhoods.
- Discuss crime reduction programs with emphasis on community policing.
- Discuss how to improve the delivery of safety and security related services to the UC San Diego community.
- Strengthen trust between the Police Department and campus community.
- Address safety and security related issues or projects identified by the VC RMP or designee for action/recommendations.
- Recommend policies, practices and protocols that support the shared goals of inclusive policing.

b. *Does the advisory board review complaints?*

No. Currently, complaints are reviewed by the Office of Ethics and Compliance.

c. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committee include students and other campus community members?*

UC San Diego PD's hiring process includes a community panel for all positions. The panel includes partners from various areas on campus. As an example, the current process to hire police sergeants includes a community panel, a panel of internal and external police lieutenants and a panel of UC/CSU Police Chiefs.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

UC San Diego PD is not currently certified via International Association of Campus Law Enforcement Administrators (IACALEA) and are likely to pursue IACLEA certification in the future.

VII. Student and Community Involvement:

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*

Undergraduate and Graduate students participate on and provide input in the Community Safety and Security Committee (CSSAC). The committee will also host a listening session for Associated Students establishing a forum for students to provide their perspectives and recommendations.

b. *How is your campus addressing student participation over the long-term?*

The campus will continue to seek representation from the Associated Students and Graduate and Professional Students Association to serve on the CSSAC committee.

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

Faculty and staff participate in the Community Safety and Security Committee (CSSAC) meetings and offer ongoing correspondence with the Chair and Co-chair between meetings.

The CSSAC was meeting on a quarterly basis and moved to a monthly cadence after the summer of 2020. All members are asked to collectively scan for issues and share concerns/ideas relative to campus safety. This input is assessed collectively and at times may involve subject matter expert participation and research. Action/response plans are developed as appropriate for issues and concerns raised and are assessed by the committee.

VIII. Campus Recommendations for Systemwide Guidance:

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*

In response to concerns about Police Officers having first contact for calls related to Mental Health concerns, UC San Diego recommends other campuses work with their Police Department and Student Health and Well-Being Counseling and Psychological Services (CAPS) to develop the Resources & Response to psychological emergencies program, modeled after the Community Research Foundation Psychiatric Emergency Response Team (PERT).

Additionally, a sub-committee focusing on residential safety and security issues developed several recommendations which are being adopted at UC San Diego and may be applicable to other campuses:

- Change the uniform of civilian residential security personnel to look less police like. A royal or navy-blue outer garment without a "star" or "patches" was preferred.

- Change the current "Residential Security Officer" name to "University Safety Official." This was seen as a move from enforcement to a safety focus.

- Provide training for safety staff on student development and experience to build greater understanding and empathy.

b. *What aspects of campus safety and security should be locally determined, and why?*

The composition and staffing levels of each department (sworn/civilian staff/student CSOs and their numbers) should be determined locally as each campus is different in geography and composition. The use of civilian staff should be encouraged for duties appropriate to their classifications. This shouldn't be to the exclusion of sworn officers, but rather as a compliment to them.

Hiring decisions should continue to be made locally. These decisions should be compliant with HR rules, POST Regulations, and other legal requirements. These decisions should include local community input at some stage of the process. This allows for flexibility to determine who will best meet the security and safety needs of a given campus community.

c. *Do you have any other recommendations or comments?*

Since the early to mid-1980's, UC San Diego Housing has partnered with UC San Diego Police (PD) to create a Residential Security Program. Housing funds the program and PD recruits, backgrounds/hires, trains, and supervises all civilian security officers (currently funded to 24 FTE) who work 8 p.m. to 6 a.m. nightly. The security officers are issued radios to allow direct communication with PD dispatch and officers. This program allows for nightly security and safety patrols (trained eyes and ears) and allows civilian to address quality of life issues (e.g., noise, smoking, parking issues) in the residence areas rather than police officers. Residence areas generally enjoy a higher expectation of privacy. Civilian employees were deemed a better fit to provide a "safety presence" than uniformed officers (though officers are not precluded from patrolling housing areas).

PD is considering a "daytime" security program pilot. The mid-coast trolley is scheduled to open in November 2021 so a civilian safety/security/public information presence in the campus core would support safety and security and align with recommendations from the University community.

Civilian Security and Student Community Service Officers should be a compliment to sworn officers and not a replacement. Consideration should be given to "adding" civilian safety/security employees, based on local conditions, in concert with maintaining a sufficient sworn police force. See: BJS Special Report – Campus Law Enforcement, 2011-12 for additional information (https://www.bjs.gov/content/pub/pdf/cle1112.pdf); a new report should become available in 2021 or 2022.

Lastly, the levels of educational attainment for the current UC San Diego Police Department is as follows:

Highest Level of Educational Attainment						
	High School	Associate of Arts	Associate of Science	Bachelor's of Arts	Bachelor's of Science	Master	Grand Total
Non-Sworn	15	3	0	14	2	5	39
Sworn	7	4	1	15	6	2	35
Grand Total	22	7	1	29	8	7	74

Attended a UC?			
	Yes	No	Grand Total
Non-Sworn	10	29	39
Sworn	7	28	35
Grand Total	17	57	74

Of the individuals who attended a UC school, seven (7) non-Sworn and five (5) Sworn staff graduated from UC San Diego.

Overall, this data highlights a positive approach to ensure a responsive and well-educated Police program at UC San Diego that emphasizes student and alumni participation. We strongly believe that those who have attended a University, particularly the one they graduated from, will have a far greater understanding of the needs of the students they serve and, therefore, be one step closer to properly addressing those needs.

UPDATE ON CAMPUS SAFETY TASK FORCE

UC SAN FRANCISCO

UNIVERSITY OF CALIFORNIA Campus Safety Symposium

UPDATE ON CAMPUS SAFETY TASK FORCES

FOR UC CAMPUS SAFETY SYMPOSIUM PART II

CAMPUS: UCSF_____

CONTACT PERSON: Stephanie Mackler _____

GUIDANCE FOR COMPLETION

Please complete the following questions and **submit prior to March 12th**. Responses to selected questions or all questions will be underlined publicly shared (most likely via the symposium event website) in advance of Symposium Part II on March 24th.

Prior to completing this update, we ask that you bring together your campus participants in the Symposium Part I on February 2 to debrief the experience and discuss the significance of the common themes for your campus. We also ask that you underline confer with your campus task force or at least the task force co-chairs on these responses.

Some of these questions may have been answered in your prior update. Please restate those answers (or update now); this format will allow consistency in information across all campuses.

The questions below are organized into themes that came out of the event on February 2. These themes are:

- **Re-examining the use of police and/or other campus resources** in responding to calls for service or assistance, and in supporting a safe campus that also feels safe to all;

- A call for greater **transparency and access to data;**

- A need for **reconciliation;**

- A call for **accountability**, such as through a campus police advisory board or third-party certifications or reviews; and

- Increased **communication with and involvement of students**.

REFERENCE MATERIAL

The Event website https://www.ucop.edu/uc-campus-safety-symposium has links to:

- the archived video recording of the plenary sessions of the February 2 Symposium and other event details like speaker biographies;

- the "wordcloud" that the attendees generated;

- the Jamboard™ output of top themes from each breakout session;

- selected reference resources.

For open response answers, please try to limit to 500 words. If you have any questions on the content of this report, please reach out to Elizabeth.Halimah@ucop.edu or Julian.Ryu@ucop.edu

QUESTIONS

I. Campus Safety Task Force and Campus Police Advisory Board Membership *(note: student emails will be redacted before publication)*

a. *Please provide the names, titles, and emails of your chancellor's campus safety task force members:*

Co-Chairs:

1.	Renee Navarro	Vice Chancellor and Chief Diversity and Outreach Officer	Office of Diversity and Outreach Navarro, Renee
2.	Dan Lowenstein	Executive Vice Chancellor and Provost	EVCP Lowenstein, Daniel

Membership:

3.	Janet Allen-Williams	Academic Assistant III	Neurology
4.	Sue Carlisle	Vice Dean	ZSFGH Carlisle, Sue MD
5.	Lisa Cisneros	Senior Director of Strategic Communications	UCSF Communications Cisneros, Lisa
6.	Irish Criseno	Unit Director, Hospital Supervisors	UCSF Health, Department of Nursing Criseno, Irish
7.	James Darby	Senior Critical Care Nurse	UCSF Health Darby, James
8.	Denise Davis	Professor	Medicine Davis, Denise
9.	Mike Denson	Chief	UCSF Police Denson, Mike
10.	Nancy Duranteau	Chief Learning Officer	Learning and Organizational Development, Human Resources Duranteau, Nancy A
11.	Jocelyne Fadiga	Graduate Student	Fadiga, Jocelyne
12.	Joe Gugliemo	Dean	School of Pharmacy

			Guglielmo, B Joseph
13.	Maulah Halley	Unit Director, 10CVT	UCSF Health, Department of Nursing Halley, Maulah
14.	James Hardy	Associate Clinical Professor	Emergency Department Hardy, James
15.	Lindsay Hampson	Assistant Professor of Urology	Academic Senate Hampson, Lindsay
16.	Bradley Monash	Associate Professor of Clinical Medicine	School of Medicine Monash, Bradley
17.	Lindsey Osmiri *(original member, now retired)*	Graduate Student	
18.	Eric Partika	Police Captain	UCSF Police Partika, Eric
19.	Katrina Peters	Professor	Department of Psychiatry Peters, Katrina
20.	Jamie Phillips	VP/COO	Benioff Children's Hospitals Phillips, Jamie
21.	Howard Pinderhughes	Professor	School of Nursing Pinderhughes, Howard
22.	Neil Powe	Professor and Vice Chair	School of Medicine Powe, Neil
23.	Jason Sello	Professor	Department of Pharmaceutical Chemistry Sello, Jason
24.	Eva Turner	Executive Director	Langley Porter Psychiatric Hospital and Clinics Turner, Eva-Marie
25.	Roberto Ariel Vargas	Associate Director	Center for Community Engagement Vargas, Roberto
26.	David Wofsy	Professor	Medicine Wofsy, David
27.	Janet Allen-Williams	Academic Assistant III	Neurology (representing Black Caucus) Allen, Janet M
Staff support to Task Force	Stephanie Mackler	Chief of Staff, Senior Vice Chancellor's Office, Finance & Administration	Staff to Committee Mackler, Stephanie

b. *If different, please provide the names, titles and emails of your campus police advisory board members:*

UCSF Police Community Advisory Board (PCAB)

1. Anderson, Alece   Associate Vice Chancellor, Student Life

2. Antrum, Sheila   Senior Vice Chancellor/Chief Operating Officer

3. Aziz, Shararah   Student, School of Nursing Special Nurse, DPH

4. Binder, Renee   Professor and Director of Psychiatry and Law Program Associate Dean for Academic Affairs, UCSF School of Medicine

5. Burningham, Grant   Editorial Director, School of Pharmacy

6. Clune, Michael   Associate Vice Chancellor ~ Finance

7. Giacomi, Jon   Assistant Vice Chancellor ~ Facilities Services

8. Hill, Lamisha   Director, Office of Diversity & Outreach/Multicultural Resource Center

9. Jaochico, Maria   Director, Student Life

10. Lucien, Angela   Director, Finance, Risk Management, and Insurance

11. Mackler, Stephanie   Chief of Staff to Senior Vice Chancellor

12. Martin-Holland, Judith   Associate Dean of Diversity and Inclusion, School of Nursing

13. McGlynn, Irene   Chief Audit Officer, Audit and Advisory Services

14. McGregor, Todd   Assistant Director, Housing and Administration

15. Ono-Ko, Colette   Senior Project Manager, Housing

16. Parker, Andrew   Clinical Psychologist, Faculty and Staff Assistance Program

17. Phelan, Patrick Administration   Chief Information Security Officer, IT Operations

18. Phillips, Jamie C.   Chief Operating Officer, Oakland Benioff Children's Hospital

19. Pimentel, Leah   Assistant Director of Community Relations

20. Roznovsky, Nicholas   Communications Director, Psychiatry

21. Shinnerl, Clare   Associate Vice Chancellor, Campus Life Services

UCSF Police Department

22. Denson, Mike   Chief of Police

23. Partika, Eric   Police Captain, Security Services

24. Zuasola, Mark   Acting Captain, Compliance Division

25. Hamilton, Michelle   Executive Assistant to the Chief of Police

26. Cullen, Charles   Technical Services Director, Communications / Dispatch

27. Finney, Alice   Business & Finance Manager

28. Heckle, Michelle   Director of Homeland Security and Emergency Management

29. Bonilla, Robert   Lieutenant, Patrol / Field Services / Investigations

30. Banares, Eric   Lieutenant, Professional Standards Division

II. What is Campus Safety?

a. *Has your campus developed a vision, definition of, or overarching principles regarding "campus safety and security?" If yes, please describe.*

Everyone at UCSF has a role in creating a safe and secure environment. The terms "safe" and "secure" refer to a state of not only feeling free from any threat of physical, psychological or emotional harm, but also feeling welcomed, supported and comfortable as a member of or visitor to the UCSF community, regardless of one's background or role. To this end, the responsibility of creating a safe and secure environment falls on the shoulders of every one of the more than 32,000 members of our community, i.e. beyond just our "official" police and security personnel, as it is our individual relationships with one another that are a critical determinant of one's sense of acceptance and well-being.

III. Re-Examining the Use of Campus Police and Other UC Personnel:

a. *In what ways is your campus re-examining or already re-assigning some call response previously assigned only to campus police? (for example, can CSOs or campus safety ambassadors address certain calls? Could mental health professionals or CARE advocates respond to certain calls? What other services may be redirected? What calls might be responded to jointly?*

UCSF PD is in the final stages of implementing the following improvements, in an effort to reexamine and reassign:

- In 2020, both Campus and UCSF Health Security Guards were reimagined as Public

Safety Ambassadors and Clinical Safety Officers, respectively. Their uniforms have been refashioned for a more formal look, with blazers and neckties.

- UCSF assembled the De-escalation Team & Training Steering Committee, a team of mental health professionals to dispatch in lieu of security. A specialist was recently identified as the team's lead, program manager Jonnique Bell, after an intense interview process. The committee meets biweekly and immensely improves upon the progress of the mental health team. There has been some interest in expanding this model to all campus locations should it be successful at our medical centers.

- UCSF PD has been working closely with our Care Advocate for many years. She presents her services at our community events and during each of our self-defense classes and participates on our interview panels.

- In our UCSF hospitals, the call procedure is to first go through 911 dispatch, who will then distinguish if Security or Police assistance is necessary. Previously, some calls were routed only through hospital security.

- Many times in the hospital setting, both Security and Police respond jointly to certain hospital codes. In the event of a disruptive clinical situation, UCSF PD stands by, outside of the patient room or hallway, providing backup for the Security Officers inside the patient room until police involvement is required. The addition of the de-escalation team adds a new layer to this approach. The de-escalation team will arrive with security standing outside of the room only to be used if called upon by the medical staff. Police are not called unless it appears that a crime has been committed.

b. ***For Campuses with a Medical Center****: What additional considerations or approaches can be taken in the medical center?*

See answers to the question above.

If your campus were to completely remove the campus police department, what local law enforcement agency(ies) would then have primary or shared jurisdiction?

UCSF has a longstanding affiliation with the San Francisco Police Department. SFPD responds as backup for our UCSF Police Officers, when they are alone and/or additional resources are needed.

ZSFGH is the only medical center location not utilizing UCSF Police. San Francisco Sheriffs cover Zuckerberg San Francisco General Hospital.

Recently, one of our sergeants and police officers received the following acclaim from the CEO of Family House:

Frank Ruiz and Nelson Li – Recognized by Alexandra Morgan, CEO of Nancy and Stephen Grand Family House:

 *"Dear Sam Hawgood and Mark Laret, I write to commend UCSF police **Sgt. Frank Ruiz** and **Officer Nelson Li** for their roles in responding to a Family House vandalism occurrence. Last weekend someone vandalized Family House. The SFPD, right across the street, were called twice and never showed up in an hour and a half. So we called UCSF police, who responded immediately, investigated, told us that the vandalism was not from a gunshot, as we suspected, but a blunt object, and that we were not in danger. They also took the time to write up a report for our insurance claim, and then followed up afterward to see if anything further had happened. I have no idea what's going on with the SFPD, but Sgt. Ruiz and Officer Li have excellent skills in relating to the community, to Family House and we think they should be commended. As always, my thanks"*

The Task Force had a robust discussion regarding the meaning of the calls to "defund the police." It was clear that the particular nature of UCSF, having both an academic and clinical environment, required the availability of uniformed police officers, given the rare but dangerous situations that occur in the clinical setting and pose a threat to our staff, and the need to handle other situations, such as investigation of intimate partner violence incidents or threats occurring in our housing or on our campus, investigations of fraud and embezzlement cases, and lower level of crimes, such as computer or bicycle theft, that would otherwise require reliance on outside law enforcement. Some have suggested that, rather than having its own police, UCSF should rely on the San Francisco Police Department to handle these needs. However, it seems apparent that our goal to deal with these various situations in the most thoughtful, measured and humane way possible is best served by having sworn police officers who see themselves as an integral part of the UCSF community and are committed to our shared values. Nonetheless, there was agreement that new approaches, such as improved building security and the de-escalation programs described above, could decrease the need for police engagement. There was also consensus that, as described earlier, most members of the campus community did not know the difference between police and security personnel, and there was an opportunity to re-imagine security personnel as campus ambassadors.

To this end, the Task Force prefers the phrase "Reimagine the Police" as a means of conveying the broader concept that we must re-evaluate our overall approach for ensuring the safety and security of the entire UCSF community, including our patients and visitors. Rather than limiting the primary attention to our police, we propose taking a holistic view that: 1) considers the wide scope of activities and events that influence the safety and well-being of every individual, and 2) aims to integrate the range of perspectives and skills that all our trained safety-related personnel (such as mental health professionals, social workers, uniformed police, et al) can apply in a manner that is appropriately scaled for a given situation, maximizes peaceful resolution, and is fully respectful of the rights and dignity of every person. With this holistic view, we will be in a better position to determine how to best match resources to needs and fulfill our commitment to treating everyone associated with UCSF in a just, fair and compassionate way.

The Task Force felt the University's officers are far more in tune with UCSF's mission and values and are therefore more appropriate and measured in their responses to the community's needs than those charged with the responsibility of policing in densely populated, large urban cities.

IV. Transparency and Access to Data:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 22 regarding their current or planned compliance with AB953 (the Racial and Identity Profiling Act (RIPA)) before UC's deadline of April 2023. Responses to recommendation 27 confirmed compliance with publishing an annual report that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

   a. *Please complete the Excel report template with available data (attached with email) for your campus.*

      See attached.

   b. *Please provide any additional data for your campus that you have available for previous time periods in the Excel file, as a separate attachment, or as a link(s) here:*

   c. *If RIPA data are not yet available, what would be required to accelerate availability?*

   d. *Confirm here the website(s) your campus PD uses to post RIPA or stops data:*

   e. *Confirm here the website your campus uses to post UCPD complaint data:*

      https://police.ucsf.edu/crime-prevention-statistics/complaint-internal-investigation-statistics

   f. *Confirm here the website your campus uses to post its annual security report, in compliance with the Jeanne Clery Act, including security policies and crime statistics:*

      https://police.ucsf.edu/crime-prevention-statistics

      https://police.ucsf.edu/crime-prevention-statistics/clery-crime-report

V. Reconciliation:

   a. *What efforts is your campus taking (or planning to take) to build trust, acknowledge and redress past harms, and understand the diversity of lived experiences among campus community members?*

The Office of Diversity and Outreach and leaders across UCSF are holding ongoing conversations with constituents, including the UCSF Black Caucus, IDEA, and HEAL UCSF.

UCSF leaders have launched a series of quarterly town halls focused on achievements and next steps in the UCSF plan to dismantle systemic racism and combat anti-Blackness across the enterprise.

UCSF recognizes we need to improve our monitoring of interactions with police and security personnel that are characterized by bias or an unnecessary degree of escalation. There continue to be numerous instances of racial profiling and biased treatment of people of color, especially blacks, both in the clinical and academic setting. These episodes are not reflected in the current approaches for collecting data on police and security personnel encounters, suggesting the need to improve data collection methods. This is also in the setting of programs already in place for DEI training of our sworn police training, but a lack of sufficient training for other security personnel.

The Task Force wants to address how feedback can be sent based on interactions with UCPD. Currently, UCPD conducts surveys, however, there are concerns that this should be done by an independent third party. It also doesn't fully capture every interaction, only ones where an official police report is taken. The Task Force would like to hear all feedback from the community after their interactions with UCPD. There were many discussions about this data – how to capture it, how to react to it, and what to do with it. More work on this to come.

In late January 2021, UCSF launched the [Foundations of Diversity, Equity, and Inclusion (DEI)](#) mandatory online training module, with the purpose to provide all members of our community with foundational knowledge and common language to better understand why diversity is core to our work at UCSF.

Developed by the Office of Diversity and Outreach and the UCSF Education Task Force, the training module is an important first step in our collective effort to live our [PRIDE Values](#) and ensure that our Campus and Health system are free of bias, discrimination, and hate.

    b.   *Who on campus is involved in these efforts?*

UCSF Safety Task Force members, UCSF Anti-Racism initiative, Office of Diversity and Outreach and Multicultural Resource Center, Council on Campus Climate, Culture and Inclusion (4CI), UCSF committee on Disability Inclusion, UCSF PD, leadership, student groups, clinicians, staff

    c.   *What actions or recommendations from your campus anti-racism work could be applied to the campus safety task force recommendations? (such as facilitating frank engagement and the opportunity to address historical tensions, grievances, and misconceptions, in an effort to reset relationships)*

The UCSF Safety Task Force and the UCSF Anti-Racism initiative are working closely together:

- Mandatory Foundational Diversity, Equity and Inclusion (DEI) Training for all faculty, staff, and learners.

- **Anti-racism Curriculum:** The School of Dentistry, the School of Medicine, the Department of Physical Therapy, the School of Nursing, the School of Pharmacy, the

Graduate Division, and the Institute for Global Health Sciences are all in the process of adding required coursework that ranges from anti-racism and its consequences in science and health care to the social determinants of health to DEI leadership and beyond.

- UCSF Human Resources, in partnership with the Office of Diversity and Outreach, will implement a UCSF-wide process improvement to disrupt the unconscious bias present in our hiring and promotions processes. This includes data-driven practices and standard work for senior staff and leadership positions (M3 and above). This is analogous to the Faculty Equity Advisor Program, incorporating Staff Equity Advisors and the requirement for Contributions to Diversity statements in recruitment.

- Anchor Institute Commitment - economic opportunities (workforce development, procurement, internships, targeted job opportunities and community investment)

- UCSF leadership has formalized the guideline that all committees appointed by the Chancellor or members of the Chancellor's Cabinet should be comprised of 50% women and underrepresented minorities (URM).

VI. Accountability:

In June 2020, all campuses responded to the Universitywide Policing Task Force recommendation 15, confirming compliance. Recommendation 15 states each campus would create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security:

• Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.

• The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.

• The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.

• Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.

• The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.

• The boards should prepare annual reports of their activities.

a. What is the charge, or charter, of your police advisory board?

The Board facilitates and enhances communication between the Police Department and the greater UCSF community. The Board works collaboratively on issues involving safety and security, to create shared learning environments where officers and members of the UCSF community interact and learn together. Meetings take place quarterly.

In these past two years, our diverse, esteemed board members have been asking questions and analyzing data about the operations of the UCSF Police Department. The UCSF PD exhibits full transparency to all of the members on our PCAB. In turn, our board members share their expertise with the UCSF PD, via department meeting presentations, speeches to committees and task forces, specialized training, focused networking, and community engagement.

b. *Does the advisory board review allegations of police misconduct or review complaints?*

Not yet, but we have requested that capacity. Currently UCOP's Office of Ethics & Compliance may be the entity to review police misconduct and complaints, per President Janet Napolitano's University-wide <u>Policing Task Force</u>.

c. *Who typically participates in officer, lieutenant and chief hiring committees or other parts of the hiring process? Do search committee include students and other campus community members?*

Officer interviews require a minimum of 1 UCSF community member fully participating in each interview.

Captain and Lieutenant interviews require a minimum of 1 UCSF community member and interviewers from other surrounding law enforcement agencies, fully participating in each interview.

Search committees are implemented for Chief openings, including all of the above and participation from other UCPDs.

d. *Is your campus police department certified via International Association of Campus Law Enforcement Administrators (IACALEA)? If no, but you plan to pursue, what is your timeline?*

Yes, UCSF PD works to meet and exceed the distinguished IACLEA certification. Later this month, UCSF PD is hosting a Town Hall inviting the entire UCSF community to express their opinions on our operations; culminated by our annual, twoday CALEA Assessment. It should be noted that UCSF PD is also accredited by Commission on Accreditation for Law Enforcement Agencies (CALEA). To date UCSF PD is the only dually accredited police force in the University of California System.

VII. Student and Community Involvement:

a. *How is your campus engaging students in the development of campus safety task force plans and recommendations?*

In partnership with the office of Student Academic Affairs, two students were included in the membership of the Safety Task Force. They were compensated for their time spent in the

preparation and attendance of meetings.

UCSF PD has attended and participated in numerous Town Halls, Task Forces, Committees, and the Safety Symposium, dedicated to the implementation and rollout of Chancellor Hawgood's Safety Task Force committee recommendations.

UCSF Chief of Police Mike Denson has taken many opportunities to speak with our students since the death of George Floyd in Minnesota, including Race Relations discussions with the Office of Diversity and Outreach, and various schools, such as the School of Medicine. Prior to 2020, UCSF PD assisted students with their support for people of color. The department offered logistics support for White Coats for Black Lives.

At any time throughout the year, UCSF PD's website contains information, links, and various ways for our students to offer input and suggestions for our Police Department. Recently, UCSF PD received gratitude via email, for Crime Bulletin verbiage that was survivor- and gender-respectful.

b. *How is your campus addressing student participation over the long-term?*

We are still thinking about how to do this. We also want to think about the best way to compensate students for their time for ongoing participation. We look forward to hearing what other campuses are doing so that we can learn from their best practices.

UCSF PD held an open call last summer, on the heels of George Floyd's murder, for students to join our Police Community Advisory Board (PCAB) and be the voice for all UCSF students. Our PCAB members consist of high-level executives and deans from every division, school, and department at UCSF. For the past two years, our PCAB members have been receiving detailed information on our structure and operations. In turn, our PCAB members also present their topics of expertise at our department Meetings and other events.

UCSF is also and always open to discovering new ways to engage our students and community. During the COVID pandemic, all interactions have been virtual; but we look forward to resuming our community engagement events such as training our UCSF community in Self Defense, offering our Citizen's Police Academy, meet-and-greets like our Police booth at Mission Bay Farmer's Market, Coffee with A Cop at rotating locations and campuses, as well as Active Threat training, CPR/First Aid training, Floor Warden training, the Great Shakeout exercises, etc.

c. *In what ways are campus employees (faculty and staff) and local community members involved in any of the Task Force plans and recommendations?*

Faculty and staff are leading all the initiatives that are coming from the Task Force recommendations, with support from the Program Management Office. We are creating benchmarks and accounting for the implementation of the recommendations and are sharing regular updates with the Chancellor's Executive Committee and the Chancellor's Cabinet.

One example: The Benioff Children's Hospital Ad Hoc Steering Committee is developing a pilot project to address and improve de-escalation events with patients, families, and staff members on the UCSF Mission Bay Campus. They hosted a Town Hall and are collaborating with a diverse interdisciplinary workgroup. The group is working through the lens of trauma-informed, mental-health-informed, and anti-racist care and have created a 24/7 De-escalation Team to provide the necessary skill set to aid in emotional and behavioral crises. Currently, tailored training is being conducted with select pilot units with plans to launch the De-escalation Team in early 2021. Once the pilot is completed and refined, there are additional plans to continue the roll-out throughout all UCSF Health campuses.

We will be inviting community members to join the Police Community Advisory Board. The next phase of the task force will be to find more opportunities to incorporate community members in our work.

VIII. Campus Recommendations for Systemwide Guidance:

a. *What aspects of your campus task force recommendations might be applicable to all campuses?*

- Review and improve police and security personnel hiring with a focus on diversifying the units further and eliminating bias and discrimination
- Improve coordination and capacity for providing for mental health and wellness needs especially for those who carry a burden of racial trauma
- Improve policies and systems for the collection and review of data relevant to safety that is disaggregated by gender, race/ethnicity, and make these data available to all
- Reimagine campus security officers as public safety ambassadors and clinical safety officers
- Implement a universal policy to require wearing UC identification badges on campus at all times, and create single-point-of-entry for most campus buildings and use of automated badge readers
- Assure compliance with all elements of the UC System-wide Recommendations
- Specify benchmarks and accountability for the implementation of these recommendations

b. *What aspects of campus safety and security should be locally determined, and why?*

Most aspects of campus safety should be locally determined. Each campus and the population we serve are very different. Our other campuses are student focused and mostly deal with those populations, whereas UCSF is a sprawling campus across a major metropolitan area with several medical centers and over 60K faculty, staff, students and visitors on site. Our community has different expectations from their police. Our staffing reflects this in that only about 25% is sworn and the rest of the staff is non-sworn. We choose to put emergency management, Clery reporting, mass communication, and other vital operations within the police department, which is unique to UCSF.

c. *Do you have any other recommendations or comments?*