

## COMMUNITY SAFETY: CAMPUS PROGRESS REPORT AS OF JUNE 30, 2022

### GUIDANCE FOR COMPLETION

Please complete and **submit by July 15, 2022**. Save your campus' report to Box folder <https://ucop.box.com/s/0qdr5g61iw7g56vp7hzb48hcezl3fk>  
 You may also email it to [julian.ryu@ucop.edu](mailto:julian.ryu@ucop.edu)

This is a cumulative progress report that includes all campus actions in the community safety plan listed by number. For campus actions covered by the prior Dec 31, 2021 progress report, we invite you to include detail in this document as appropriate (cut and paste is fine), with any updates on implementation activity since last report. We encourage you to provide concise and specific information, and feel free to convey what is helpful. If you have encountered issues or challenges in implementing any actions, include detail along with any plans to address. Final reports will be published on the public-facing community safety website.

**Campus Name: BERKELEY**

### UPDATE ON ACTIONS

Provide updates on progress:

#	Action	Expected Milestone Date	Milestone Met? Y/N	Implementation detail / description of action taken
1.1	Current and future campus-based task forces or working groups focused on campus safety will include broad representation of the full UC community, including historically marginalized communities.	9/30/21	Y	<p>The following working groups are composed of members representing diverse campus community entities and individuals including students, faculty, and staff:</p> <ul style="list-style-type: none"> <li>- Chancellor's Independent Advisory Board on Police Accountability &amp; Community Safety (IAB)</li> <li>- Compassionate Crisis Response Advisory (CCR Advisory)</li> <li>- UCCSP Advisory</li> </ul> <p><i>Updates since 12/31/21 report:</i>                      The IAB is one of the primary venues in which stakeholder perspectives, particularly those from historically and currently marginalized communities, are explored and coalesced. The IAB membership cuts across campus affiliation statuses (students, faculty, staff, community members). The IAB is currently updating its bylaws to</p>

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				formalize and ensure consistent representation and participation of key campus stakeholders in board membership in coming years.
1.2	A community-led process will be established that involves faculty, students and staff to define and advise on the specific strategies and approach in the tiered response model.	9/30/21	Y	<p><i>Updates since 12/31/21 report:</i></p> <p><b>The Chancellor’s Independent Advisory on Police Accountability &amp; Community Safety (IAB)</b> The IAB is the entity that receives and consolidates community input. The IAB will be releasing a public report this summer that highlights elements of the tiered response plan and solicits feedback and input. The IAB has also held a public meeting and private meetings with campus community members and organizations to inform year-end reporting.</p> <p><b>Compassionate Crisis Response Advisory (CCR Advisory)</b> The CCR Advisory includes cross-campus affiliations (students, faculty, and staff) providing various perspectives to inform the design of the compassionate crisis response program. The Advisory also provides conduit to various and contributing to the co-design effort.</p> <p><b>UC Community Safety Plan Advisory (UCCSP Advisory)</b> The UCCSP Advisory includes cross-campus affiliations (students, faculty, and staff) reviewing and advising on the implementation of the UC Community Safety Plan. Four Guideline teams are responsible for the implementation of the Actions within their assigned Guidelines.</p>
1.3	The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making space for those ideas and solutions, will be shared and considered by campus leadership.	9/30/21	Y	<p>The Chancellor’s IAB serves the function of reviewing community complaints for inclusion in their annual report and recommendations for the chancellor and leadership’s review and approval. A project team is then responsible for implementing the recommendations with oversight from the IAB.</p> <p><i>Updates since 12/31/21 report:</i></p>

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				<p>The history of policing has been shared and discussed throughout the campus and leadership. Discussions within the Cabinet have centered on the role of policing in an urban area like Berkeley including its relationship with historically marginalized communities. As a result, the Chancellor issued her Reimagining Campus &amp; Community Safety program in 2020. The Independent Advisory Board has offered its annual report to the Chancellor including numerous recommendations for implementing. The IAB has held campus forums discussing the experiences of the community members as they relate to areas of interest (e.g. April 21st active shooter incident) and sharing the outcomes with the VCA, Chancellor's Chief of Staff, UCPD Police Chief, and others.</p>
1.4	<p>All personnel in the whole systems framework referred to in Guideline 2 will be trained on inclusive and respectful service for their interactions with the campus community.</p>	6/30/22	N	<p><i>Updates since 12/31/21 report:</i> UCBPD is working with the DEIB Director to arrange training through the UCB Multicultural Educational Program. Currently, the MEP program is in a brief phase of redevelopment. They will know more about upcoming programming, including fall offerings, later this summer. The MEB has requested follow-up in August.</p>
1.5	<p>Except in urgent or emerging crises where it poses a safety risk, all campus safety service providers will proactively provide their name, contact information, reason for stop or call response, and prior to the conclusion of their contact, will confirm how feedback can be sent.</p>	12/31/21	Y	<p>UCBPD is using SpidrTech automated surveys for reporting parties and victims to collect feedback on calls for service; UCBPD is developing a QR code that links to UCBPD website to collect traffic stop survey data</p> <p><i>Updates since 12/31/21 report:</i> UCPD employees are trained to provide their name, contact information and reason for the stop/call response. UCPD is working with vendor SpidrTech to implement stop or call response feedback surveys.</p>
1.6	<p>The campus community will be surveyed periodically on their experiences with campus safety personnel and services. The</p>	3/31/22	Y	<p>An independent research team, The People Lab, conducted a survey in 2021. The People Lab has carried out the research program designed to answer three broad and important questions:</p>

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	data will be utilized to inform future training and other actions, and shall be shared with the campus community publicly.			<ul style="list-style-type: none"> <li>- What is the UC Berkeley community’s experience with UCPD, and what do community members need and want from UCPD?</li> <li>- How best can the campus implement and evaluate changes in UCPD’s role and operations?</li> <li>- How can we strengthen interactions between police and campus community members? The analyses of the data for this survey are underway.</li> </ul> <p><i>Updates since 12/31/21 report:</i> UCPD is working with the Possibility Lab (new program name) in the Goldman School of Public Policy to implement ongoing campus surveys on regular intervals.</p> <p>Data is being used in the CRI-TAC review to shape the community engagement training. A consultant is meeting with UCPD to reshape their mission and values. The mission and values will be discussed with the Vice Chancellor of Administration and the Chancellor. Department-wide training on community and engagement reflecting the mission and values are targeted to complete by the end of the calendar year.</p>
1.7	Campuses will adopt real-time feedback platforms to allow for community members to comment on interactions with safety personnel; feedback will drive continuous improvement.	6/30/22	In Progress	<p><i>Updates since 12/31/21 report:</i> UCPD employees are trained to provide their name, contact information and reason for the stop/call response. UCPD is working with vendor SpidrTech to implement stop or call response feedback surveys.</p>
1.8	Each campus will develop and implement procedures and guidelines for the UC community, including students, faculty and staff, to serve in an advisory capacity in the interview process of UC police department and other campus safety personnel.	12/31/21	Y	<p>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.</p> <ul style="list-style-type: none"> <li>- <a href="#">Hiring Panel Invitation</a></li> <li>- <a href="#">UCPD Webpage Community Hire Participation</a></li> </ul>

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				<ul style="list-style-type: none"> <li>- <a href="#">UCPD Careers Webpage Community Hire Participation</a></li> </ul> <p><i>Updates since 12/31/21 report:</i> UCPD invites students, staff and faculty members to participate in UCPD's Community Hiring Panel interviews for all FTE positions. Berkeley is currently interviewing for Chief of Police and is including the UC Community stakeholders from the Chancellor's Independent Advisory Board on Police Accountability &amp; Community Safety.</p>
1.9	Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the University's principles of community and their commitment to integrity, excellence, accountability and respect.	9/30/21	Y	<ul style="list-style-type: none"> <li>- A Diversity Statement has been added to the UCPD hiring process - In addition, the community is invited to participate in the hiring process to ensure these behaviors are considered.</li> <li>- <a href="#">Hiring Panel Invitation</a></li> <li>- <a href="#">UCPD Webpage Community Hire Participation</a></li> <li>- <a href="#">UCPD Careers Webpage Community Hire Participation</a></li> </ul> <p><i>Updates since 12/31/21 report:</i> UCPD has incorporated a Diversity Statement as part of the application process for all FTE hiring and promotional decisions.</p>
1.10	Continuing the standard background check conducted, the University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University's principles and values, or who resigned while under investigation.	9/30/21	Y	<p>UCPD Berkeley practice complies with this however it is not codified in any policy.</p> <ul style="list-style-type: none"> <li>- UCBPD follows <a href="#">California Peace Officer Standards and Training (POST) Background Investigation Manual Guidelines</a>.</li> </ul> <p><i>Updates since 12/31/21 report:</i> UCPD conducts thorough background checks based on the University's principles and values, as outlined in its <a href="#">Recruitment and Selection Policy 1000</a>. UCPD has recently added updates to strengthen the minimum selection standards to include, candidates shall be:</p> <ul style="list-style-type: none"> <li>- "Free from any physical, emotional, or mental condition, including bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation which might adversely</li> </ul>

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				<p>affect the exercise of police powers (<a href="#">11 CCR 1954</a>; <a href="#">11 CCR 1955</a>)”</p> <ul style="list-style-type: none"> <li>- “POST certification that has not been revoked, denied, or voluntarily surrendered pursuant to Penal Code § 13510.8(f)”</li> <li>- “Not identified in the National Decertification Index of the International Association of Directors of Law Enforcement Standards and Training or similar federal government database that reflects revoked certification for misconduct or reflects misconduct that would result in a revoked certification in California.”</li> </ul>
1.11	<p>Sworn and unsworn safety personnel must receive high-quality and regular training in verbal de-escalation and non-violent crisis intervention; lawful use of force; cultural competency and diversity; anti-racism, eliminating homophobia and transphobia; the potential for biased policing and responses to certain offenses such as domestic violence, sexual violence and hate crimes. Safety personnel will also be trained on employee personal wellness. Training on diversity, anti-bias and sex crimes should be conducted in consultation with campus Diversity, Equity and Inclusion (DEI) offices and Title IX offices, respectively.</p>	6/30/22	Y	<p><i>Updates since 12/31/21 report:</i> See Guideline 1.4. Additionally, UCPD officers regularly receive high-quality and regular training in the topics outlined in 1.11, to include Crisis Intervention Training, Conflict Management/De-escalation, lawful use of force, non-biased policing, trauma-informed response, and Autism for First Responders. UCPD is working with DEI and Title IX to schedule respective trainings. UCPD implemented Lighthouse Health &amp; Wellness services and will provide resources and monthly wellness training for personal wellness for all staff.</p>
1.13	<p>Campus safety personnel will continue to participate in campus special events, meet with faculty, students and staff groups, share crime prevention and self-defense expertise, and more, to build open lines of communication, engagement and understanding.</p>	9/30/21	Y	<p>UCBPD meets virtually with faculty, students, staff and visitors/Cal parents to share <a href="#">crime prevention awareness and safety information</a>. UCPD also oversees <a href="#">BearWalk night safety services</a>, and provides safety-related videos and advertises outreach events via social media. The campus is exploring whether to develop a Community Academy aimed at educating community members about the internal operations of UCPD. Topics have been defined and are awaiting</p>

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				<p>feedback on proposed topics. Link to the UCPD Services webpage and CSO BearWalk Program. UCBDPD collects survey feedback from its safety presentations</p> <p><i>Updates since 12/31/21 report:</i> UCPD continues to participate in virtual and in-person special events (e.g. safety presentations) and crime prevention consultation upon request.</p>
2.1	<p>In consultation with the community, campuses will develop implementation plans to create and sustain a holistic tiered response service portfolio that achieves the goals of Guideline 2. These plans must contain the following elements:</p> <p>i. Define roles and responsibilities for all functions in the holistic, inclusive, tiered response service portfolio, including but not limited to sworn police officers, dispatchers, crisis response team members, non-sworn public safety officers or ambassadors, mental health and social service providers, CARE advocates, and other related positions.</p> <p>ii. Provide a staffing and budget plan describing how the campus will reconfigure and/or reallocate existing resources to fund and sustain the tiered response model. The reconfiguration plan should include, but is not limited to, repurposing of sworn officer positions or FTE to other safety, wellness or social service roles, and re-distribution of campus operating budgets. As necessary, campuses will consult with county offices to coordinate training, response and continuity of care for mental health services, including 24/7 response teams.</p>	3/31/22	Y	<p><i>Updates since 12/31/21 report:</i> Berkeley is well underway with its mental health tiered response program. An advisory team of leaders from across campus are collaborating on the co-design of the new program. An extensive co-design effort with the campus and community continues as the program's initial Compassionate Crisis Response phase including dispatch, internal program hiring, and co-design/awareness efforts.</p> <p>The program led by the Counseling and Psychological Services (CAPS) team is scheduled to implement the first phase of a 2-year comprehensive program in 2022. Hired in February of 2022, the program director's goal is to provide a comprehensive crisis response, using a culturally responsive and trauma-informed approach to non-violent, mental and behavioral health crises within the UC Berkeley Campus. The program name is under review ("BEARS SOS"), and it is expected that part of the ultimate mobile crisis team will be hired by Fall 2022.</p> <p>UCPD drafted a job description for the new safety ambassador role, which is currently under review by People &amp; Culture VC Eugene Whitlock. UCPD is collaborating with University Health Services on the development of the mental health mobile crisis response. The VUE workgroup drafted tiered safety recommendations and have submitted them to UCOP for review.</p>

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	iii. Describe how the campus will organize and govern the tiered response model within a whole- systems infrastructure across functional units such as Student Affairs, UCPD, Student Health Centers, Title IX offices and CARE advocates, Diversity, Equity and Inclusion offices, and other campus support services providers.			
2.2	Each campus will pause hiring of campus safety personnel until the plan described in 2.1 has been submitted. Exceptions to the pause, based on meeting basic safety needs, must be approved by the Chancellor.	10/31/21	N/A	UCB Chancellor Christ made an exception to allow UCBPD to continue hiring to replace (6) Officer vacancies, as well as Security Patrol Officer and Public Safety Dispatcher vacancies.
2.3	Campuses will follow established University and campus guidance on protest response, role of police, observers or monitors, and use of mutual aid and communicate those standards to the community so that they have shared expectations.	9/30/21	Y	<p>Campus events policy lead contacts for the IAB and UCCSP will work with UCPD to determine where opportunities to streamline and improve events policy in coordination with other campus departments (OGC, Risk, PRT, Student Government, and Student Affairs)</p> <p>Event Policy changes have been drafted for review and comment by the IAB.</p> <p>UCPD has published a list of weapons on its webpage <a href="#">UCPD FAQ \ UCPD FAQ Weapons List</a></p>
2.4	In consultation with Campus Counsel, Student Affairs, and County District Attorneys, campuses will develop ways to use community-based solutions, such as restorative justice programs or neighborhood courts for the adjudication of	3/31/22	In Progress	UCB has an informal RJ process through Student Conduct for students who commit low-level crimes and UCBPD is researching other best practice programs, such as CU Boulder PD's, which has been endorsed by the ACLU and NAACP, and UCSB police's Restorative Justice policy/program.



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	<p>nonviolent and low-level crimes committed, as an alternative to the traditional criminal justice system.</p> <p><i>(Adjusted from 9/30/21. To provide greater clarity on expectations, the UC Office of the President has asked campuses to work with district attorneys and other stakeholders to assess the feasibility of community-based solutions and complete a report)</i></p>			<ul style="list-style-type: none"> <li>- <a href="#">Residential &amp; Student Service Program (RSSP)</a></li> <li>- <a href="#">Division of Equity &amp; Inclusion</a></li> </ul> <p><i>Updates since 12/31/21 report:</i> Our current DA will be leaving office shortly and we will have to reconvene the conversation with the new DA. Any Restorative Justice program has to be accepted as a viable option by the sitting DA.</p>
3.1	<p>Campuses will post these categories of safety data annually:</p> <ul style="list-style-type: none"> <li>● Crimes Data (Part I and Part II)</li> <li>● Use of Force</li> <li>● Campus Safety Workforce Summary, including demographics</li> <li>● Campus Safety Fiscal Year Budget</li> <li>● Stops (Racial and Identity Profiling Act of 2015 (RIPA) compliant as required by California Law)</li> <li>● Complaint data and resolution (consistent with California Department of Justice requirement)</li> <li>● Calls for service</li> </ul>	12/31/21	Y	<p>UCBPD provided Crime Data, calls for service and workforce demographics to UCOP. UCBPD is collecting/reporting stop data as part of RIPA requirements, effective January 1, 2022. - Complaint data and resolution.</p> <p><i>Updates since 12/31/21 report:</i> The following data are collected and published:</p> <ul style="list-style-type: none"> <li>● <a href="#">ASFR data</a> including Crime Data (2021)</li> <li>● <a href="#">Complaint data</a> (2018-2020)</li> <li>● <a href="#">Campus Safety Budget</a></li> <li>● <a href="#">Department Demographics</a></li> <li>● UCPD complies with Use of Force and DOJ Stop (RIPA) data collection and is in the process of posting the data to the UCPD website.</li> <li>● Calls for service classification standards are in review across all 10 campuses.</li> </ul> <p>Additionally, UC Berkeley is providing data to UCOP for publication in systemwide dashboards, as requested.</p>

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4.1a	<p>Each campus, modeling the UC Davis Police Accountability Board's procedures and policies as minimum standards, will establish an independent, civilian campus police accountability body and procedures to review investigation reports regarding complaints filed against UCPD. The accountability body will include students, faculty and staff. To avoid conflict of interest and ensure the independence of the accountability body, no member or alternate can be a current or former campus police department employee, or a current employee of campus counsel or the investigation unit. This body will provide recommendations to the Chancellor and Chief of Police to ensure that complaints regarding UCPD policies and the conduct of UCPD personnel are resolved in a fair, thorough, reasonable and expeditious manner. These bodies will solicit public input and conduct community outreach.</p>	6/30/22	In Progress	<p><i>Updates since 12/31/21 report:</i>            Berkeley has been in close contact with the members of the UC Davis Police Accountability Board and have received presentations from them regarding the structure and function of their board.</p> <p>Timeline: establish PAB by the end of the next academic year. There are concerns about staffing, but the aim is to have a cross-section of students, faculty, staff and community on the PAB.</p>
4.1b	<p>Members of the campus accountability body will be trained on how to comply with procedural, statutory and confidentiality requirements and must be able to commit to consistent service within any given appointment period and to serve impartially.</p>	6/30/22	In Progress	<p><i>Updates since 12/31/21 report:</i>            It is our understanding that UCOP is planning to provide training opportunities. We have also identified training through <a href="#">NACOLE</a> that all PAB members would be required to complete, as well as committing to specified terms of service (likely 2 years). We will follow the <a href="#">NACOLE model</a> for establishing the PAB. UCBPD Chief Bennett has offered to send someone to the <a href="#">NACOLE conference</a> in September.</p>

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4.2a	<p>Campuses will determine a complaint processing and investigation unit that is independent of the campus police department and that is trained in the legal, statutory, policy and confidentiality requirements of these investigations. Investigators shall have access to records and information deemed relevant to the investigation of the complaint. The investigator will deliver confidential investigation reports that protect the identities of individuals involved to the police accountability body for independent review. The investigation and investigation report should be completed within ninety (90) days of being assigned to an investigator, unless for cause and authorized.</p> <p>Campuses will determine the appropriate offices to coordinate and staff the accountability body. The police accountability body will be staffed by UC employees who are organizationally independent of the police department. The campus police department will not lead the investigation of complaints brought before the accountability body or staff the accountability body.</p>	6/30/22	In Progress	<p><i>Updates since 12/31/21 report:</i>  The Office for the Prevention of Harassment &amp; Discrimination has been working closely with members of the Chancellor’s Independent Advisory Board on Campus Policing (IAB) to overhaul the complaints process. This was one of the recommendations in the inaugural 2019-2020 IAB Report.</p>

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4.2b	For campuses that do not have an independent office with the expertise to review complaints filed against police officers, the campus will develop a process to provide independent investigative services and reports for campus accountability bodies. The investigation and investigation report should be completed within ninety (90) days of being assigned to an investigator, unless for cause and authorized.	6/30/22	In Progress	<i>Updates since 12/31/21 report:</i> Request to establish MOU with UC Davis for investigations. May consider taking investigations back under OPHD in the future with appropriate staffing and training for investigators
4.4	Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.	12/31/21	Y	UCBPD has started the accreditation process, beginning with the revised <a href="#">policy manual</a> .  <i>Updates since 12/31/21 report:</i> UCPD is continuing the process of IACLEA accreditation and recently attended the National IACLEA training conference, June 27-30, 2022.
4.5	As accreditation is a process that consists of multiple steps and actions, campuses should begin on-site assessment by accreditors within 36 months of starting their self-assessment and policy alignment with accreditation standards.	12/31/23	Not yet due	

Provide any other progress updates or comments related to community safety that you would like to share:

- The Chancellor's Independent Advisory Board on Police Accountability and Community Safety will be submitting its annual report to the chancellor soon. After an internal review process, the report will be made publicly available on the [IAB's webpage](#).