UNIVERSITY
OF
CALIFORNIA

Community Safety: Campus Progress Report

For activities between January 1, 2023, to June 30, 2023.

As of July 31, 2023

CAMPUS NAME: BERKELEY

PROGRESS AND UPDATES

Provide updates on progress and continuous improvement efforts.

Guideline 1 — Community and Service-Driven Safety

All members of the UC community should feel valued, welcomed and free from any threat of physical, psychological or emotional harm. Our campus safety system must reflect the needs and values of a diverse campus community including those vulnerable to harm. Specific strategies and tactics in the campus plans will be shaped by a process that includes broad representation of the campus population and is sensitive to the needs of historically marginalized communities.

The campus safety system will provide high-quality service in a courteous and accessible manner that allows our community to feel safe and respected in every interaction. Interactions will be held to a high standard of respect and fairness and will be monitored. Hiring procedures and guidelines for campus safety personnel will involve participation of a broad representation of campus community groups including students, faculty and staff. This begins a continuous process of evaluation and improvement. Campuses will continually engage their communities and strengthen campus safety practices.

Action 1-1: Organized events

Please list all organized events, during the reporting period, relating to community engagement associated to actions in Guideline 1.

1-1 *Organized events: Implementation detail / description of actions taken*

1/13 - Golden Bear Orientation (GBO) Resource Fair Tabling
1/18-19 - CSO Caltopia
1/18 - Cal Parents & Families Facebook Live on Campus Safety
1/25 - 1/27 - Upper Sproul Tabling for Safety Info and Recruitment
1/30- 2/4 - Upper Sproul Tabling for Safety Info and Recruitment
2/6 - "Fiat Lux" lighting safety walk in and around campus
3/6 - Student Safety Town Hall
3/28 - Unit 3 - Tabling for Safety Info and Recruitment
4/1-10 - Various Locations Tabling for Safety Info and Recruitment

4/22 - Cal Day

Action 1-2: Lessons learned

Provide lessons learned from past community engagement activities and describe how they informed (or will inform) future community engagement.

Lessons learned (Action 1-2): Implementation detail / description of actions taken

Past community feedback from students has centered on the effectiveness of student Community Service Officers (CSOs) taking the lead to provide safety information and community outreach. Where possible, UCPD looks for opportunities for CSOs to be involved or take the lead in providing safety information to the community. Additionally, Cal Parents have requested more frequent and proactive safety information and in response, UCPD in collaboration with the Cal Parents office, host Facebook Live Campus Safety events at regular intervals. UCPD is also working closely with Public Affairs and Student Affairs to build more robust website FAQs around active threat response and campus safety.

Action 1-3: Future events

Please list future events, planned between July and December 2023, relating to community engagement associated with actions in Guideline 1.

Future events (Action 1-3): Implementation detail / description of actions taken

Fall Semester 2023

8/9 - Cal Parents & Families Facebook Live on Campus Safety
8/16 - Golden Bear Orientation Safety Info

Week of 8/21-25:
Caltopia at RSF -Tabling for Safety Info and Recruitment
Upper Sproul Tabling for Safety Info and Recruitment & Bicycle Registration

Action 1-4: Community input

Describe how community input from periodically administrated surveys (Action 1.6) and from the real-time feedback platforms (Action 1.7) are informing decisions about community safety?

Community input (Action 1-4) Implementation detail / description of actions taken

On April 21, 2023, the University of California Police Department, Berkeley issued a campus-wide climate survey to all students, staff and faculty, as required per IACLEA accreditation standard 12.3.3. We received more than 800 responses. Based on a review of responses, a majority of respondents requested:

- Increased police presence
- BearWalk and/or night safety services improvements
- Street/campus lighting and surveillance video enhancements
- Response to increased unhoused community members on campus

However, it is important to note that some respondents do not support increased police presence and instead advocate for defunding UCPD and diverting money to social services.

In response to community feedback, UCPD is continuing to hire full time police officers to provide safety services and continually hiring student Community Service Officers to shorten BearWalk night safety service wait times. UCPD regularly participates in campus lighting safety walks to help identify areas of improvement. Additionally, UCPD is coordinating with stakeholders on the multi-disciplinary, tiered approach to more proactively address the needs of unhoused community members.

Action 1:5: Training dates

Please provide dates, during the reporting period, that sworn and non-sworn personnel have received or will receive high quality and regulatory training as described in the plan (Action 1.4 and 1.11).

Training dates (Action 1-5): Implementation detail / description of actions taken

Spring 2023
"Managing Implicit Bias Series" training: UCPD police officers and Security Patrol Officers (SPOs)
POST Mental Health: Responding To Individuals In Crisis: UCPD police officers
POST Mental Health: Ethical Decision Making: UCPD police officers

Action 1-6: Additional information

Is there anything else you would like to report progress on related to Guideline 1?

Additional information (Action 1-6): Implementation detail / description of actions taken

N/A

Guideline 2 — Holistic, Inclusive and Tiered Response Services

To ensure the safety of the UC community, a tiered response model will match a call for service with the appropriate type of response and responder(s). This holistic approach will include mental health, wellness, basic needs, bias/hate response, law enforcement, emergency response and other services through interdepartmental partnerships and cross-trainings. Multidisciplinary crisis teams will be available 24/7 and triage behavioral health crises, conduct wellness checks, and safely connect individuals to coordinated care, including health and social support resources. Non-sworn security personnel will more visibly render services such as residence hall foot patrols, providing safe shuttles/walks for students,

staffing events requiring additional security, and diffusing unsafe behavior.

The University will prioritize deterrence and violent crime prevention over the enforcement of non-violent minor offenses, such as non-hazardous traffic violations. The University will reinforce existing guidelines that minimize police presence at protests, follow de-escalation methods in the event of violence and seek non-urgent mutual aid first from UC campuses before calling outside law enforcement agencies.

Action 2-1: Public safety tiers

Please provide names of units/teams that carry out the functions of the four tiers of public safety providers.

Public safety tiers (Action 2-1): Implementation detail / description of actions taken

UCPD collaborates with the Campus Mobile Crisis Response Team on student crisis response calls. UCPD works closely with Facilities Services and the campus Homeless Outreach Coordinator for multi-disciplinary, tiered response to calls involving the unhoused community. UCPD is working with the Business Process Management Office to develop the non-uniform, unarmed Public Safety Responder job description.

Action 2-2: FTE by tier

Please provide the FTE of personnel that carry out functions within each of the four of public safety providers.

FTE by tier (Action 2-2): Implementation detail / description of actions taken

Sworn Peace Officers

44 sworn peace officers; continually hiring in anticipation of vacancies

Security and Public Safety Services

The new safety role is currently being set up. The plan includes 6-8 new hires. The job is targeted to be posted in September/October 2023.

Student Safety Partners

85 in the spring semester; 40 during the summer (normal). Authorized for up to 100

Mental Health & Student Services Professionals

As of July '23 the Campus Mobile Crisis Team includes 2 clinicians, 1 clinical program manager (in the process of hiring 2 additional clinicians, 3-4 EMTs - peer programming is in development)

Action 2-3: Service calls by tier

Please provide the total number of calls for service for each tier of public safety providers.

Service calls by tier (Action 2-3): Implementation detail / description of actions taken

Sworn Peace Officers

For the specified timeframe our Peace Officers have responded to 13,122 events.

Security and Public Safety Services

This role has not been filled.

Student Safety Partners

For the specified timeframe our Community Service Officers have responded to 16,927 events

Mental Health & Student Services Professionals

The Campus Mobile Crisis Response team has responded to 15 calls since its soft-launch on April 3, 2023

Action 2-4: Budget for non-sworn tiers

Please provide the total campus budget for non-sworn tiered response providers (i.e., personnel in security, student services partners, and mental health and professionals).

Budget for non-sworn tiers (Action 2-4): Implementation detail / description of actions taken

UCPD is budgeted for the following non-sworn tiers:

Public Safety Responders (not budgeted FY23): (17 positions) FY24 initial expenditure $660,000 and FY25 projected expenditure $2.7M.

Security Patrol Officers (recharge funded): (32 positions) $3.4M

Community Service Officers (ESP funded): (100 positions) $700K

Action 2-5: Hours of mental health responders

No. Currently, the Campus Mobile Crisis Response team operates Tuesday - Friday 10am - 8pm.

Days/hours are planned to increase to 24/7 or as appropriate once the entire team has been hired. The target for the full staff is targeted for Spring 2023.

Hours of mental health responders (Action 2-5): Implementation detail / description of actions taken

The program is designed to include clinicians, EMTs, and peer student staff to provide front-end (outreach/education) and back-end (case management) support. The clinicians and EMTs are defined and on track for completing the hiring process by winter 2023. The peer counselor role is being refined based on the types of calls and is expected to include outreach and education, case management support, and other non-client-facing activities related to a response.

Action 2-6: Restorative justice and/or neighborhood courts

Describe the utilization of restorative justice programs or neighborhood courts for the adjudication of nonviolent and low-level crimes. If your jurisdiction has limited the opportunities for this by formal partnerships, what alternatives are you exploring and implementing internally?

Restorative justice and/or neighborhood courts (Action 2-6): Implementation detail / description of actions taken

In partnership with the Center for Student Conduct, UCPD works within the framework of existing student conduct procedures for response to low level crimes. Additional campus restorative justice efforts are underway through the Division of Equity and Inclusion.

Action 2-7: Additional information

Is there anything else you would like to report progress on related to Guideline 2?

Additional information (Action 2-7): Implementation detail / description of actions taken

Campus Mobile Crisis Response - The initial program launch has been a "soft-quiet" launch during which CMCR functions as a "secondary response" with UCPD to affiliated incidents of mental health crisis. In this initial model, the CMCR team and UCPD are working jointly on response tactics. EMTs are currently being hired to join the response team for the Fall 2023 launch. At that time the CMCR model will be modified to include UCPD under circumstances requiring their assistance or lead. Vehicles including a gem cart (golf cart) and hybrid car are being acquired to respond to campus proper calls and calls to other campus locations.

As the new safety role is brought into Berkeley, the program's "appropriate response" model may be modified.

The ultimate goal of the CMCR program is to serve campus and community members. The program is working with the Office of the President, the City of Berkeley, and the Berkeley administration to establish jurisdiction for serving non-affiliated community members. Currently, the CMCR team may be asked to assist in a consultative manner on non-affiliated calls.

Guideline 3 — Transparency and Continuous Improvement through Data

A systemwide dashboard with campus-level detail will be created and regularly updated to inform and empower the UC community. Based on new systemwide reporting requirements and uniform standards for data collection, this information will be used to assess campus safety practices, generate recommendations for best practices and hold the institution accountable.

Action 3-1: Data reporting

Are you reporting all data described in the UC Community Safety Plan for publication on the Systemwide Data Dashboard. If not, please describe any challenges with data reporting.

Data reporting (Action 3-1): Implementation detail / description of actions taken

Yes.

Action 3-2: Data-informed decisions

Has campus safety data informed community safety decisions and continuous improvement? If so, describe how and provide examples.

Decisions informed by data (Action 3-2): Implementation detail / description of actions taken

UCPD reviews and analyzes the data to support evidence-based decision making for recruitment and allocation of resources related to overall crime trends, to evaluate staff performance, and to guide policymaking and department effectiveness.

Action 3-3: Data as a tool for improvement

How are you using the Systemwide Data Dashboards as an analytical and comparison tool for continuous improvement?

Data as a tool for improvement (Action 3-3): Implementation detail / description of actions taken

The campus reviews and analyzes the data to support evidence-based decision making for the creation of new safety and security roles including the Public Safety Responder role, the development of the Campus Mobile Crisis Response Team of mental health professionals, and the development of the Police Accountability Board (PAB) for the police complaint process.

Action 3-4: Additional information

Is there anything else you would like to report progress on related to Guideline 3?

Additional information (Action 3-4): Implementation detail / description of actions taken

N/A

Guideline 4 — Accountability and Independent Oversight

Campus complaint processes are essential mechanisms for the community to report misconduct and ensure that officers are acting consistently with rules, policies and the law. A standardized and robust complaint and investigation process will be implemented through police accountability boards.

The Office of President will designate a full-time position in service to the campuses to coordinate campus safety, ensure continuous improvement through best practices and monitor the implementation of the UC Community Safety Plan.

Two UC campuses are currently accredited by IACLEA, the International Association of Campus Law Enforcement Administrators. IACLEA is grounded in President Obama's Task Force on 21st Century Policing and continually evaluates and implements best practices for campus safety as part of its accreditation standards. The remaining eight UC campuses will seek this accreditation. Review and accreditation by independent third-party experts will ensure operational readiness, align policies and procedures with modern professional standards and best practices, promote a strong emphasis on the safety of the public and officers, offer additional community input opportunities, and provide an independent and ongoing audit and review function.

Action 4-1: Police Accountability Board status

Is your Police Accountability Board (PAB) or equivalent committee operational and have trainings been conducted (4.1b)? If not, when is the projected date to be established?

Police Accountability Board status (Action 4-1): Implementation detail / description of actions taken

Berkeley's police accountability board is in development and expected to launch in the Fall of 2023. The bylaws and structure have been drafted and membership recruiting has begun. Berkeley is currently contracting with UC Davis' investigations team for up to three investigations per year.

Action 4-2: Links to PAB information

Please provide any links to a member roster, by-laws, procedures, and PAB website.

Links to PAB information (Action 4-2): Implementation detail / description of actions taken

> [Draft Berkeley PAB Bylaws](#) - The PAB bylaws will be reviewed, revised, and ratified by the inagural PAB members in the Fall 2023.
>
> [Berkeley PAB Website](#)

Action 4-3: Certification status

Please describe your progress and status on IACLEA certification.

Certification status (Action 4-3): Implementation detail / description of actions taken

Berkeley UCPD was certified by the IACLEA Board of Directors in August, 2023.

In Fall 2022, UCPD embarked on the International Association of Campus Law Enforcement Administrators ([IACLEA](#)) accreditation process. During the last 10-½ months, UCPD reviewed 227 standards and gathered more than 400 proofs of compliance as part of the work leading up to the assessment. In July 2023, a team of assessors from IACLEA visited UCPD to examine all aspects of the department's policy and procedures, management, operation, and support services. UCPD completed the on-site initial assessment and was certified by the IACLEA Board of Directors.

Action 4-4: Additional information

Is there anything else you would like to report progress on related to Guideline 4?

Additional information (Action 4-4): Implementation detail / description of actions taken

N/A

Other updates

Please provide any other updates or comments associated with the implementation and continuous improvement of the UC Community Safety Plan.

N/A