**UNIVERSITY OF CALIFORNIA**

# Community Safety: Campus Progress Report

As of February 28, 2023

## GUIDANCE FOR COMPLETION

Please complete and submit by February 28, 2023.

You may also email it to the Systemwide Director of Community Safety, jody.stiger@ucop.edu

Given previous progress reports, which are saved and publicly available to the UC community on the UC Community Safety Plan website, this progress report seeks to build upon the achievement of all milestones found in the plan. The progress report aims to foster the continuous improvement of community safety at UC and provide public accountability and transparency towards the goals set forth in the UC Community Safety Plan. The information provided here will underpin the ongoing evaluation and improvement envisioned by the plan. Campuses are invited to provide updates and responses to each prompt within a framework established by the guidelines of the plan. The Office of Systemwide Community Safety invites campuses to provide detailed information, though feel free to convey what is helpful. If campuses have also encountered issues or challenges, please include those, along with plans to address them.

Final reports will be published on the public-facing UC community website.

## CAMPUS NAME: UC 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*

Please list all organized events, since July 2022, relating to community engagement associated to actions in Guideline 1.

*Implementation detail / description of actions taken*

Fall Semester CSO tabling, including Calapalooza events and tabling on Sproul Plaza; Fall/Spring Semester Facebook Live online safety events; Fall/Spring New Student Orientation Safety Presentations and participation in safety/risk committees upon request.

**Fall Semester 2022**

8/21-22 - Caltopia at RSF -Tabling for Safety Info and Recruitment
8/23-26 - Upper Sproul Tabling for Safety Info and Recruitment & Bicycle Registration
9/8 - CSO Caltopia
8/25 - Cal Parents & Families Facebook Live on Campus Safety

**Spring Semester 2023**

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
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

**Ongoing**
Safety/Risk Committees:  ASUC/GA Safety Task Force Participation

*Action 1:2*

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

*Implementation detail / description of actions taken*

When possible, UCPD attempts to include student CSO participation/perspective in safety presentations

to student audiences.

### Action 1:3

Please list future events, planned until June 2023, relating to community engagement associated with actions in Guideline 1.

### *Implementation detail / description of actions taken*

Spring Semester CSO tabling and recruiting events on Sproul Plaza and the Dining Halls; participation in Student Risk Sub-Committee  and other safety-related community meetings; and offer safety presentations upon request. CSOs plan to attend Residence Hall Association meetings to talk about public safety.

Currently, non-UCPD response is being discussed in relation to the Campus Mobile Crisis Response effort soft-launching on April 4, 2023. While the initial program launch is not being advertised, key stakeholder groups are receiving the message that the program will initially use a UCPD and CMCR will co-respond to affiliated incidents of mental health crisis.  Once EMTs are permitted to be hired and join the team, the response will be modified to include UCPD under circumstances requiring their assistance or lead.  Messaging to the ASUC, GA, and IAB (Chancellor's Independent Advisory Board on Police Accountability and Campus Safety) has been that the program is working toward the goal of UCPD response only when circumstances require their participation.

As the new safety role is brought into Berkeley, the conversation will broaden to the use of appropriate response to safety incidents on campus.

Since the spring update officer response during mental health crisis has been discussed at an ASUC/GA/IAB Safety Town Hall (March 6) and will continue to be a topic of discussion at ASUC/GA Safety Taskforce monthly meetings.  In addition, the new Berkeley UCPD chief, Yogananda Pittman, has met with the IAB and will continue to meet with the IAB co-chairs monthly discussing topics related to policing and campus safety including police response.  More communications will be timed with the addition of the new safety role on campus.

### Action 1:4

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?

### *Implementation detail / description of actions taken*

In July 2022, UCPD implemented the SpidrTech real-time feedback survey platform for stop/call responses and the data can be found here. All survey responses are reviewed to help us improve our services. Comments that describe the performance of individual employees are forwarded to the appropriate supervisor for review and any necessary action. Feedback on department policies, procedures, and activities are sent to the appropriate command staff member for review and any necessary action. By June 30, 2023, UCPD plans to initiate a community safety and security survey, per

IACLEA accreditation standard 12.3.3.

### *Action 1:5*

Please provide dates 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).

### *Implementation detail / description of actions taken*

UCPD has assigned the 6-part UC Managing Implicit Bias series, beginning with sworn personnel (for completion by April 30, 2023) and non-sworn personnel (by Fall 2023). UCPD sworn supervisors have already begun or completed the training as part of the Berkeley People Management Grow Today series.

### *Action 1:6*

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

### *Implementation detail / description of actions taken*

By March 1, 2023, UCPD officers will receive annual refresher training with the Title IX office.

## 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*

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

### *Implementation detail / description of actions taken*

1. Security and Public Safety Services

Non-sworn Security and Public Safety Responders (job description under review, name TBD), reporting to UCPD Operations

2. Student Safety Partners

UCPD Operations

The student Community Safety Officers are currently going through a renaming.  Student Safety Partners was the unapproved name.  Expecting to complete the naming in April in line with new uniforms as part of the VUE uniforms guidelines.

3. Mental Health and Student Service Professionals

Campus Mobile Crisis Response Team (CMCRT) reporting to UHS

4. Sworn Peace Officers

UCPD Operations

### Action 2:2

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

### Implementation detail / description of actions taken

1. Security and Public Safety Services

Currently under review

The new safety role to be implemented at Berkeley is currently being set up.  We expect to have a target FTE count by May 2023.

2. Student Safety Partners

Authorized up to 120

3. Mental Health and Student Service Professionals

Starting April '23, the Campus Mobile Crisis Team will include 4 clinicians (EMTs, peer counselors, and 2 more clinicians are planned to be added in the coming months)

4. Sworn Peace Officers

**DOES NOT NEED TO BE REPORTED HERE, INFORMATION CURRENTLY REPORTED AND FOUND ON SYSTEMWIDE COMMUNITY SAFETY DATA DASHBOARDS.**

### Action 2:3

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

### Implementation detail / description of actions taken

1. Security and Public Safety Services

TBD - Program has not been implemented.

2. Student Safety Partners

N/A - Does not respond to calls for service

3. Mental Health and Student Service Professionals

TBD - Calls for mobile health crisis response are targeted to begin in April '23

4. Sworn Peace Officers

**DOES NOT NEED TO BE REPORTED HERE, INFORMATION CURRENTLY REPORTED AND FOUND ON SYSTEMWIDE COMMUNITY SAFETY DATA DASHBOARDS.**

### Action 2:4

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).

### Implementation detail / description of actions taken

Currently under review.

We expect a budget approval during the fiscal year budget process in June 2023.

### Action 2:5

Are non-sworn mental health responders and providers available 24 hours, 7 days a week? If not, please provide the days or hours of service.

### Implementation detail / description of actions taken

NO: Program is in the pre-implementation phase. Projected availability will be Monday-Friday, daytime hours based on clinician staffing and community need. Days/hours are planned to increase to 24/7 or as appropriate as the team grows and the program evolves.

*Action 2:6*

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?

*Implementation detail / description of actions taken*

UC Berkeley's DEI oversees the Restorative Justice Program, and details are here. UCPD coordinates with Student Conduct for nonviolent and low-level crimes involving students.

*Action 2:7*

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

*Implementation detail / description of actions taken*

N/A

## 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*

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.

*Implementation detail / description of actions taken*

Yes, that said we have been struggling to submit the data in the given timeframe. UCPD, Berkeley lacks a dedicated staff person for this duty. As such, data compilation is routinely assigned to existing staff, who are sufficiently backgrounded, allowed access to protected data and have prior data reporting experience. Since the reporting is an ancillary duty it is often competing with other time sensitive assignments for completion.

The process has been honed over the past year and 2023 will bring timely submissions with current staffing levels.

*Action 3:2*

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

*Implementation detail / description of actions taken*

Now that the reporting process is beginning to normalize we hope to direct more attention to analyzing the data and potentially utilizing it for safety-driven decisions. To date we have been scanning the data for trends but have not yet had an opportunity for in-depth analysis.

We look forward to being able to extrapolate actionable information upon further analysis.

*Action 3:3*

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

*Implementation detail / description of actions taken*

During this period our efforts have been primarily focused on honing and streamlining our reporting processes for the requested datasets.  Any Systemwide comparisons or analysis have been perfunctory.

This is an area we hope to build upon moving forward.

*Action 3:4*

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

*Implementation detail / description of actions taken*

The absence of a dedicated data analyst has presented some challenges for our agency.  While we have struggled with the additional ancillary duties we have reached a point where the processes are beginning to smooth out and will be more timely.  We are developing a plan to cross-train additional employees in the meantime since we have no redundancy built in for this assignment.

A linear Systemwide dataset, if only internal, would make it easier to compare and contrast.

## 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

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?

### Implementation detail / description of actions taken

No, we are still in the implementation phase and we expect the PAB to be operational by June 2023.

### Action 4:2

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

### Implementation detail / description of actions taken

N/A - All are currently under development

### Action 4:3

Please describe your progress and status on IACLEA certification.

### Implementation detail / description of actions taken

While our agency has made a great deal of progress in the accreditation process there is still a great deal of work that needs to be done. Our primary focus will be transition from policy to proofs.

Our agency will be hosting the February 2023, UPAC meeting.

### Action 4:4

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