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/0qdr5g61iw7g56vp7hzbt48hcezlk3fk
You may also email it to julian.ryu@ucop.edu

This cumulative progress report 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 to convey what is helpful.
If you have encountered issues or challenges in implementing any actions, include detail along with plans to address.
Final reports will be published on the public-facing community safety website.

Campus Name: Davis

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	No change from December 2021 report: Appointed Campus Safety Oversight Committee with faculty, student and staff appointed October 12, 2021. Monthly meetings started in November. New web page about the committee will be published by Jan 31, 2022. Appointed Health 34 Program Advisory Committee in December 2021.
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	The process is the same as 1.1. In addition, there are regular updates and conversations with the Chancellor's Leadership Council, the Provost's Leadership Council, ASUCD, GSA, PAB and other stakeholders and partners is a standard practice at the Davis campus.
1.3	The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making	9/30/21	Y	In November 2021, the 10-year anniversary of Pepper Spray was acknowledged by the Chancellor and Vice Chancellor—DEI. The campus also conducted a 3-part series for campus leaders and students

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	space for those ideas and solutions, will be shared and considered by campus leadership.			"Community Building through Restorative Practice" that was led by campus DEI with an outside facilitator and completed in spring 2022. Ongoing activities are planned in 2022-23 including the Community Book Project.
1.4	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.	6/30/22	Y	As of June 30, 2022, dispatchers, PSOs, and Aggie Host Security completed the same trainings as our uniformed officers in implicit bias, de-escalation, cultural humility, crisis intervention, and sexual harassment and sexual violence prevention.
1.5	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.	12/31/21	Y	UC Davis implemented a new interactive feedback mechanism where a card is provided with a QR code that identifies the officer and provides a link to a short survey to share feedback. Individuals can also provide input using the same survey from the UCDPD Feedback webpage. Survey responses go to the Chief of Police and the Vice Chancellor – FOA. Results will also be published to the web (anticipated summer 2022).
1.6	The campus community will be surveyed periodically on their experiences with campus safety personnel and services. The data will be utilized to inform future training and other actions, and shall be shared with the campus community publicly.	3/31/22	Y	UC Davis conducts regulars customer service surveys to measure academic and staff satisfaction and student satisfaction. Interactive survey results are available on the web. The UC Davis Police Department has had good and excellent scores over the past 4 years with improvement in several categories. The results inform action plans for all participating departments. For example, the expansion of our Livescan services was a direct result of survey responses indicating increased need. We've additionally heard tremendous community support over how the PD can improve sustainable business practices. As a result, we are in the process of transitioning our entire fleet to hybrid vehicles.
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	Y	Same as 1.5.

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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	UCDPD Administration Procedure Manual updated to indicate recruitment panel members will consist of representatives from community groups outlined in the recommendations. As of Spring 2022, all interview panels consisted of a range of these community members, and will do so moving forward. Many, if not most, of the panels prior to this date regularly included non-UCDPD members of the community.
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	No change from December 2021 report: Revised UCDPD Recruitment Plan and UCDPD Selection Procedure (Policy 1000.6). Presented new language to Campus Safety Oversight Committee in December.
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	No change from December 2021 report: Same as 1.9; Policy 1000.6)
1.11	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	6/30/22	Y	UC Davis has a professional standards division that manages training and other programs, for all . Training programs meet all requirements and training documentation is available on the UCDPD web page (current version is June 2021). There is a high degree of collaboration and partnership with DEI and Title IX offices.

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	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.			
1.13	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.	9/30/21	Y	No change from December 2021 report: CORE Officer program focused on outreach and interaction. Program started in 2019 with 1 officer and increased to 3 officers in fall 2021. Outreach Unit and Community Inclusion team has programs and special events on a regular basis. Detailed schedules available.
2.1	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: 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. 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	3/31/22	In progress	The UC Davis tiered response plan continues to evolve and build on campus partnerships. A comprehensive communication tool describing the tiered response plan will be published this summer. Primary elements and recent changes include the following: --CORE Officer program focused on outreach and interaction. Program started in 2019 with 1 officer and increased to 3 officers in fall 2021. --Health 34 is a new unit established in the UC Davis Fire Department that is being staffed to respond to mental and other low acuity health care needs starting with a pilot in Fall 2022. The Health 34 advisory council is co-led by the fire department and student affairs. --Community Service Officer is a new role that is being finalized. --Building and Physical Security is a new role that will provide much needed support to address increasing burglaries and building/property damage. Three uniformed officer positions were converted in 2021-22: one position was allocated to student affairs for a new staff liaison role; one position was allocated to Health 34; one position was converted to an analyst to support accreditation and data transparency.

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	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. 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	Y	Hiring for sworn officer positions is done annually leveraging the UC Davis Cadet program, and as needed for lateral position. The Chancellor was engaged on hiring during the pause. We will proceed with recruitment for the new roles in our campus safety tiered response plan this summer, in coordination with FOA-VC.
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	No change from December 2021 report: Protest guidelines previously established in close collaboration with student affairs and Office of Diversity, Equity and Inclusion. Resources available online.

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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 nonviolent and low-level crimes committed, as an alternative to the traditional criminal justice system. *(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)*	3/31/22	In progress	UC Davis Police Department cooperates with Yolo County District Attorney Office for its Restorative Justice program. Sacramento DA's office has limited restorative justice programs for drug offenses, homelessness, and some violent felony offenses that may not apply to our college students. Their goal is to reduce recidivism, and not to provide an alternate to the criminal justice system. The UCDPD will continue to revisit a partnership with the Sacramento DA annually in order to build a productive restorative justice program similar to the successful partnership in Yolo County.
3.1	Campuses will post these categories of safety data annually: • Crimes Data (Part I and Part II) • Use of Force • Campus Safety Workforce Summary, including demographics • Campus Safety Fiscal Year Budget • Stops (Racial and Identity Profiling Act of 2015 (RIPA) compliant as required by California Law) • Complaint data and resolution (consistent with California Department of Justice requirement) • Calls for service	12/31/21	Y	Davis campus has a local Campus transparency dashboard that continues to be enhanced and revised. Data reports reviewed by Campus Safety Oversight Committee and UCDPD command staff. Davis provided leadership to the systemwide community safety dashboards as part of the workgroup and as the convener of the Chiefs to move to standard data templates.

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4.1a	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.	6/30/22	Y	Web reference for UC Davis Police Accountability Board is at: UC Davis Police Accountability Board UC Davis is providing substantial leadership and consultation to all UC campuses in the formation of their accountability boards.
4.1b	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.	6/30/22	Y	UC Davis Police Accountability Board was established in 2014.

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4.2a	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 confidentially 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. 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.	6/30/22	Y	UC Davis fully complies will this recommendation. Further, UC Davis will serve as a Center for Excellence for investigations leveraging our Office of Compliance and Policy. We plan to hire additional staff to being supporting police investigations for all UC sister campuses in fall 2022.

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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	Y	Davis has a mature investigation unit and process in our UC Davis Compliance and Policy Office. See above regarding agreement by UC Davis to serve as a Center of Excellence for all UC campuses.
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	UC Davis received full accreditation in April 2021. We are providing leadership and consultation to UC sister campuses.
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	Complete for UC Davis in April 2021.

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