

## COMMUNITY SAFETY: CAMPUS PROGRESS REPORTS AS OF DECEMBER 31, 2021

### BACKGROUND

The UC Community Safety Plan emerged from discussions that began with campus-based task forces and continued with a series of systemwide symposia in early 2021. These efforts, in addition to input from stakeholders across the UC system and external experts, informed the plan's key guidelines:

- Community and Service-Driven Safety
- A Holistic, Inclusive and Tiered Response Model for Safety Services
- Transparency and Continuous Improvement Through Data
- Accountability and Independent Oversight

Since the release of the UC Community Safety Plan, each campus has identified a responsible officer to facilitate and manage execution of the actions in the plan. In addition to providing ongoing updates to their campus communities and to the UC Office of the President, each campus is asked to provide formal progress reports twice a year. This first report covers all plan actions for each campus **through December 31, 2021**.

### REFERENCE MATERIAL

The community safety website <https://www.ucop.edu/community-safety-plan/> has links to:

- UC Community Safety Plan
- Updates from UCOP since the plan was released
- Frequently Asked Questions
- Campus Safety Symposia materials
- Responsible Officers and Workgroup rosters

### REPORT UPDATE PART I: ACTIONS THROUGH 12/31/21

1. Please provide your campus:   Davis
2. Please provide an update on progress of your campus on actions with milestone dates from December 31, 2021 or earlier by completing the table below

#	Action	Milestone Date	Milestone Met? (Y/N)	Description of Action Taken through December 31, 2021	Risks, Challenges, Issues, Considerations
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.	9/30/2021	Yes	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.	Complete/Ongoing
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.	9/30/2021	Yes	See above.	Complete/Ongoing
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.	9/30/2021	Yes	November 2021 10-year anniversary of Pepper Spray included protest and statement from Chancellor; ongoing activities led by Office of Diversity, Equity and Inclusion including 3-part series for campus leaders and students "Community Building through Restorative Practice"	Complete/Ongoing
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.	9/30/2021	Yes	Revised UCDPD Recruitment Plan and UCDPD Selection Procedure (Policy 1000.6). Presented new language to Campus Safety Oversight Committee in December.	Complete
1.10	Continuing the standard background check conducted, the University will not hire officers or	9/30/2021	Yes	See 1.9 above.	Complete

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	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.				
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.	9/30/2021	Yes	<a href="#">CORE Officer program</a> focused on outreach and interaction. Program started in 2019 with 1 officer and increased to 3 officers in fall 2021.  <a href="#">Outreach Unit and Community Inclusion</a> team has programs and special events (pandemic has paused some regular activity).	Complete/Ongoing
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.	9/30/2021	Yes	Protest guidelines previously established in close collaboration with student affairs and Office of Diversity, Equity and Inclusion. Resources available <a href="#">online</a> .	Complete/Ongoing
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.	10/31/2021	Yes	Hiring actions reviewed and approved by Chancellor May. Three vacant officer positions reallocated from sworn officers: Student Affairs Public Safety Policy Analyst, Health 34 position and analyst position in PD. Three sworn officers moved into <a href="#">CORE</a> Officer program.	Complete for this FY. Ongoing challenges with recruitment and retention of sworn officers.

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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.	12/31/2021	Yes	Implemented <a href="#">Police Interactive Survey pilot</a> program in late December. Program reviewed by Campus Safety Oversight Committee and with FUPOA. Officers provide a card with a QR code to encourage feedback. Individuals can also use web link.  New pilot program augments annual customer service surveys of (1) faculty and staff and (2) students.	Pilot phase complete. Evaluating software (SPYDR) to enable app-based approach in the future.
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.	12/31/2021	Yes	Updated UCDPD Recruitment Plan; pending review by Campus Oversight Committee.	
3.1	Campuses will post these categories of safety data annually: <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</li> </ul>	12/31/2021	Yes	<a href="#">Campus transparency dashboard</a> revised. Data reports reviewed by Campus Safety Oversight Committee and UCDPD command staff.	All categories posted; several undergoing further revision and updates.  Revising workforce and budget; reviewed draft with oversight committee in Jan.

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	Department of Justice requirement) <ul style="list-style-type: none"> <li>• Calls for service</li> </ul>				
4.4	Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.	12/31/2021	Yes	In April 2021, the UC Davis Police Department achieved full accreditation for a four-year term through the International Association of Campus Law Enforcement Administrators (IACLEA).	Extending extensive support to sister campuses.