

Community Safety: Campus Progress Report

As of January 19, 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 DAVIS

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

The UC Davis Police Department (UCDPD) has three distinct areas of outreach: The Office of the Chief, the Outreach and Inclusion Unit on the Davis campus, and the on-going outreach and engagement at the Health campus in Sacramento.

Chief Farrow regularly participates in campus community engagement events including presenting to campus leadership groups like the Council of Vice Chancellors, the Chancellor's Leadership team, and Finance, Operations & Administration (FOA) Senior Leadership on the Police Department's evolution. Additionally, he sits on two student committees within Student Affairs where he presents current topics, including the implementation of the Tiered Response and Health 34. The Chief also is an ex-officio member of the Police Accountability Board (PAB), where he regularly presents on topics, responds to recommendations, and engages community discussion. Currently underway, the Office of the Chief is working to build a student advisory committee to meet and discuss topics of interest for our students.

The 2022 Community Outreach and Engagement (CORE) Annual Report (see Appendix A) and 2022 Outreach Annual Report (see Appendix B) provides details on teams' participation in organized events on the Davis Campus.

The following states the events participated in at the Sacramento Health Campus since July of 2022:

Community Engagement Relations

UCDPD is actively engaged with several committees focused on safety in healthcare. Committees included the Violence Mitigation Taskforce, the Workplace Violence Prevention Committee, the UCD Health Safety Committee, and the Security Committee. We also actively partnered with community partners such as the Stockton Boulevard Partnership, the Ronald McDonald Family House, the Elmhurst Neighborhood Association, and Shriners Children's Hospital to address any needs or concerns in the surrounding neighborhoods.

Security and Safety Assessments

UCDPD conducted over 20 assessments related to security or safety concerns. These assessments included administrative and patient care facilities.

Safety Presentations

There were 29 presentations about violence prevention in healthcare that reached approximately 900 clinical staff members.

There were 32 presentations regarding active shooters, both virtual and in-person, that reached approximately 500 staff members.

There were 29 presentations about personal safety and situational awareness, both virtual and in-person, that reached approximately 450 staff members.

There were 6 in-person de-escalation and conflict resolution presentations, that reached approximately

100 staff members.

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

The 2022 CORE and Outreach Annual Report (see Appendix A) provides lessons learned and how they are informing our future engagement.

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

February 2023

- Two Active shooter / Situational awareness at the Sacramento campus for UC Davis Children's Hospital.
- Lifting Black Voices Retreat
- Safety Presentation - Art Annex
- Examining the Intersection of Safety and Justice: A Community Conversation. Presented by Yolo conflict and resolution center.
- Self Defense Class - Epsilon Alpha Sigma Sorority and Davis Phoenix Coalition which is a local organization that focuses on eliminating intolerance for the purpose of preventing hate motivated violence and cultivate a broader civic culture that embraces and promotes a diverse community.
- Light the night event- Organized by the City of Davis Bike and Pedestrian Team, we join them and Davis PD in handing out bike lights at locations near campus and downtown to people on bikes without lights.
- Two Active Shooter presentations – Vet School
- Special Olympics kick off conference
- Cadet Academy

March 2023

- Self-defense class- Zeta Phi Beta sorority
- Model mugging self-defense class - 20 hours class (TBD)
- New employee tabling
- Cadet Academy
- Heitmann learning center – active shooter informational presentation

April 2023

- RAMADAN event with the Muslim Student Association (MSA), Afghan Student Association (ASA), Arab Student Union (ASU), and Pakistani Student Association (PSA) student body - This event would be an opportunity to educate our community on the Muslim practices during RAMADAN (Event planned for April 2023)
- UCD Picnic Day - This event allows CORE and outreach to engage with the City of Davis community and pass out resources and department-branded merchandise.
- Multiple bike safety events/presentations

- Decision Fair
- Soaring to New Heights event
- National Bring our sons and daughters to work day – Have a booth set up outside of the police department, police vehicle tours, Charlie and giveaways. This would allow parents and children to engage with officers and staff.
- Medical Center Take Our Daughters and Sons to Work Day (TODS) event

May 2023

- Model Mugging Self Defense Class – 20-hour class
- Bowling with a cop - This event would be in partnership with the UCD Games area. This allows law enforcement officers and community members to engage in a game of bowling. The theory behind this is that while bowling, there would be a dialog between the officers and community members. This would be a twist on the traditional coffee with a cop where there was no engagement with the community.
- Greens Resource Fair - This event would be in partnership with the resident directors of the greens and west village providing safety tips and resources to the students who live in that area.

June 2023

- Kids fair - CORE would partner with the craft center and summer camps, allowing the kids to play with K-9 Charlie, play games, and receive safety tips, helmets, and giveaways.
- Picnic with a cop - This event would allow officers to partner with community leaders and student, staff, and retention centers to come together, share their food choice, engage, and bring recognition to the UCD 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

SPIDR Tech is a platform that distributes real-time surveys and went live on 9/1/22. As of 2/2/23, 3,488 surveys were sent and 218 responses were received. The feedback has been overwhelmingly positive. Community input has been to ask for additional security cameras at buildings, parking structures, self-defense training classes for both men and women, adding another compassion K9 to CORE, and more patrols of bicycle racks near student dorms.

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

Detailed trainings for Officers, Dispatchers, Physical Security Officers (PSOs), Protective Service Specialists (PSS), Community Safety Specialists (CSS), and Aggie Hosts are elucidated in Appendix C.

Action 1:6

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

Implementation detail / description of actions taken

The CORE program has grown to 3 officers, plus Charlie (K9), and is looking to add another comfort K9 in the near future. CORE is now also a part of the Outreach and Inclusion Unit.

UCDPD strives to mirror the communities we serve and continues to recruit and hire public safety personnel from within our own campus community. Our recruitment efforts (see Appendix D) are concentrated on Diversity, Equity, and Inclusion (DEI) with focus on marginalized communities. As well, an enormous statewide milestone can be attributed to our Chief and his efforts regarding SB 960. A new state law was championed by Chief that will allow anyone who is legally authorized to work in the United States to become a peace officer in California, regardless of citizen status. Chief became aware of this issue after joining UC Davis in 2018 and immediately sought out to change this. This bill is a lasting reminder that we as a university are the forefront of where change in our community begins.

SPIDR Tech was launched to allow community members a pathway to provide feedback on the quality of service provided. The survey can be viewed using the following link: <https://police.ucdavis.edu/feedback>

We also launched a QR code previous for survey feedback prior to the implementation of SPIDR Tech. This survey yielded overwhelmingly positive feedback.

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

Three PSS and three CSS were hired on 1/23/23. A fourth CSS was added on 2/15/23. The PSS currently patrol the Davis campus in vehicles, checking buildings on foot, reporting suspicious circumstances, and assisting our community – affiliates and non- affiliates alike. In addition to their regular patrols, the PSS will provide additional security at special events, including UCD Athletic Events. PSS's will only enter residence halls when specifically called for services (i.e., elevator emergency phone check).

The CSS will be assigned to Field Training Officers for approximately 6 weeks to learn how to respond to the appropriate calls for service and take police reports.

Both PSS and CSS are part of our tiered policing model in which dispatchers determine the most appropriate level of response for a particular call for service (see Appendix E)

Employees in both groups have received training in de-escalation, first aid, CPR, AED and Narcan administration.

PSO employees at the Sacramento Health Campus provide escorts for staff members, routine parking lot checks, and provide additional safety services inside of select Health Campus buildings. The high visibility of safety services on the Health Campus is greatly credited to the PSO employees.

The Davis Campus has also recently hired a crime analyst to assess date and crime trends as well as collaborate with the Physical Security Unit and the Patrol Unit to better enhance our preventative collaboration and collective response to community safety.

2. Student Safety Partners

Davis Campus

Aggie Hosts are student security employees. Their primary functions include:

- Safe Rides: A service available to anyone on the Davis campus as an alternative to walking alone or in a small group. Rides are in clearly marked security vehicles and escort on-foot. VIP Wheelchair Transportation is a service that is provided to any students needing wheelchair assistance to and from class.
- West Village Patrol overnight site security overnight: Help to provide an extra layer of protection to the community.
- Special Events security: Provide security at athletic games and events/concerts at the Mondavi Center.

Sacramento Health Campus

The recommendation is to use the same technology at the Sacramento campus allowing UCD Health students, staff and employees to easily request transportation services/escorts 24/7 from their smartphone. This provides a seamless rider experience with simple intuitive technology allowing the rider to request a pick-up from their smartphone comparable to Uber and Lyft.

Implementation of this technology has been transitioned to Parking and Transportation at the Sacramento campus.

3. Mental Health and Student Service Professionals

Health 34 and a multidisciplinary team is being led by the UC Davis Fire Department. ([Health 34 Webpage](#))

4. Sworn Peace Officers

Patrol officers

- Davis: 12 Sworn
- Sacramento: 16 Sworn

Patrol operations

- Shut down motorcycle enforcement program
- Added Major Accident Investigations Team (MAIT) – 1 Sergeant and 6 officers. MAIT is a team of 6 specially trained officers and a sergeant who provide additional expertise in the area of accident investigation when serious or unusual accidents occur.

CORE

3 CORE officers and 1 Outreach Officer

The purpose of the CORE program has been four-fold:

- To respond to specified calls for service in a non-enforcement capacity to students, staff and other community members on campus.
- To create and maximize campus outreach opportunities to provide exceptional service delivery.
- The CORE program's primary area of focus and responsibility is the core area of the UC Davis campus.
- The CORE responds to calls for service that do not require a uniformed officer.
- The CORE and Outreach Team provide a variety of presentations at the Davis and Sacramento campuses. Topics include workplace violence, active shooter, safety on campus, safety in the healthcare setting, de-escalation, bicycle safety, general safety presentations at orientations (students and staff), scam/fraud situations, and general safety tips.

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

Davis Campus

- CSS: Currently 4 filled of 6 authorized.
- PSS: Currently 2 filled of 12 authorized.
- 1 PSS/CSS Supervisor filled of 2 authorized.

Sacramento Campus

- PSO Managers –2
- PSO Supervisors – 5
- PSO Analyst - 1
- PSOs - 75
- Per diem PSOs – 6

2. Student Safety Partners

- Aggie Host Manager (staff): 1
- Aggie Hosts (students): 40 part-time

3. Mental Health and Student Service Professionals

- Health 34 ([Health 34 Webpage](#))

4. Sworn Peace Officers

THIS INFORMATION IS 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

- CSS: 1, 3 still in field training.
- PSS: 2, fully deployed.

2. Student Safety Partners

- SafeRide Program: 8786 passengers and 419 wheelchair calls
- Security Patrol Program: 472 buildings checked, 80 buildings entered, and 2256 directed patrols.

3. Mental Health and Student Service Professionals

- N/A. Launch of Health 34 has been tentatively scheduled for early 2023. ([Health 34 Webpage](#))

4. Sworn Peace Officers

THIS INFORMATION IS 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

Full Year Budget: Total: \$2.76M

- Enhance Campus Security (CSS's) - \$590K
 - 6 Campus Safety Specialists (CSS)
- Building & Property Security (PSS's) - \$1.345M
 - 2 Supervisors
 - 16 Protective Security Specialists (PSS)
- Aggie Host (student staff) - \$825K

Other (Outside of PD Budget, not included in Total above)

- Health 34 - \$680K (\$100K was transferred from Police budget to Fire budget to help initiate program)

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. Counseling Services: ~8:00-5:00 (M-F) <https://shcs.ucdavis.edu/about/locationshours> Health 34

Hours: In Fall 2023, Health 34 plans to be 24/7 <https://fire.ucdavis.edu/health34/faq>

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

On campus UC Davis utilizes Office of Student Support and Judicial Affairs when possible. If necessary, the Department also can use the resources of the Yolo County District Attorney's Office who uses a broad scope restorative justice programs. The Yolo DA is a leader in restorative justice programs and UCDPD is fortunate to have a strong partnership with their many programs.

Sacramento County has a narrower scope of special court process, primarily focused on the homeless, mentally ill, and juvenile offenders. In conversation with the Deputy District Attorney (DA) in charge of their Collaborative Courts program, they do not intend to expand the scope in the foreseeable future.

Action 2:7

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

Implementation detail / description of actions taken

Student Protest or Labor Actions:

Generally, demonstration activity on campus is either student or labor related. UCDPD has partnered with our colleagues in Student Affairs and Labor Relations to provide appropriate response to these activities. When appropriate and minimal risk to public safety exists, UC Davis deploys administrative resources in response to demonstration activity. If a public safety risk is observed, UCDPD responds to make the situation safe.

UCDPD has also collaborated with campus leaders to develop a threshold-based response strategy. This strategy gives leaders the ability to deploy the appropriate resource to mitigate public safety risk associated with demonstration activity and minimize police presence or response.

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

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

See Appendix F

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

We are not currently using systemwide data currently. We use internal systems and data presented on our website to analyze and compare for continuous improvement. This data can be observed using the following link: [Systemwide Community Safety Data Dashboards | UCOP](#). However, we hope to transition several of the dashboards, such as Use of Force, to the Systemwide Data Dashboard in the near future.

Action 3:4

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

Implementation detail / description of actions taken

UCDPD added a crime analyst to assess crime trends and data, collaborate with physical security and patrol teams to deter violence and enhance response. This includes adjusting patrol tiered approach and deploying technology as trends are identified. Educating faculty staff, about current trend and preventative measures. Conduct security assessments and provide recommendations.

Racial and Identity Profiling Act (RIPA) data is evaluated by managers and supervisors on an ongoing basis. If any trends are identified, it is appropriately addressed through education and accountability.

Feedback from our public surveys is used to evaluate and improve ongoing processes.

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

YES

Action 4:2

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

Implementation detail / description of actions taken

PAB Website: <https://pab.ucdavis.edu/>

PAB Bylaws: <https://pab.ucdavis.edu/bylaws>

PAB Members: <https://pab.ucdavis.edu/members>

PAB Procedures: <https://pab.ucdavis.edu/procedures>

Action 4:3

Please describe your progress and status on IACLEA certification.

Implementation detail / description of actions taken

UCDPD was awarded International Association of Campus Law Enforcement Administrators (IACLEA) accreditation in 2021. UCDPD is currently maintaining our accredited status through ongoing review of policies and procedures against IACLEA standards, as well as demonstrating our commitment to continuous improvement through documented proofs of compliance. Our agency will be assessed for re-accreditation in February 2025. The Chief of Staff services as the President of the University Accreditation Coalition.

Action 4:4

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

Implementation detail / description of actions taken

The UC Davis PAB is the template that will be replicated for community complaints against the Police Departments at the other 9 UC campuses. The other campuses will rely on the 9 years of investigative experience of the UC Davis Office of Compliance and Policy to investigate their complaints. This will be accomplished through a signed Memorandum of Understanding (MOU).

Other updates

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

UC DAVIS
POLICE DEPARTMENT

DATE: 1/31/23
TO: Chief Farrow
FROM: Lt. Zekany
RE: 2022 Annual Report- CORE

*This report offers an overview of the activities of the police officers assigned to the Core Outreach and Engagement (CORE) Program during the year 2022. **Lexipol Policy 201.2** mandates that the annual report include reports, personal contacts, outreach events, and feedback from students, staff, and faculty.*

Since its conception, the purpose of the CORE Program has been:

- To respond to specified calls for service;
- To create and maximize campus outreach opportunities to provide exceptional service delivery.
- The CORE Program's primary area of focus and responsibility is the core area of the UC Davis campus.

The CORE Program began in November 2020 with the selection of the first CORE officer, with an additional officer added in June 2021. This additional officer had a companion dog, Charlie, to assist him in his outreach activities. Our third and final CORE officer began in September 2021. The work schedules of the three officers are Monday through Friday from 6:00 AM until 4:00 PM.

While the CORE Program faced several challenges in 2021 due to COVID-19 concerns and an adaptation of a campus remote learning/working model, CORE has seen a significant increase in engagement and outreach opportunities with the return of students, staff, and faculty to campus. Additionally, CORE officers were involved with outreach and engagement activities at the UC Davis Health Medical Center and assumed responsibility for assisting and supporting the patrol unit. In summation, the three officers responded to 561 calls for service, recorded 130 police reports; and, devoted approximately 25% of their time to backfilling uniformed patrol positions. Nevertheless, the CORE officers revealed and uncovered numerous opportunities to engage with members of our community.

Following, please note the activities and events in which CORE officers and the Outreach and Community Inclusion unit participated, together with the approximate number of people in attendance and the outcome of each activity, engagement opportunity, or event:

PAKISTANI STUDENT ASSOCIATION (PSA)

CORE officers conducted a Safety and Orientation Presentation to enhance crime prevention among the minority communities at UCD. This presentation led to a partnership between the UC Davis Police

Department (UCDPD) and the PSA resulting in the PSA requesting collaboration on future events and additional presentations. This event accomplished our goal of breaking down barriers and promoting communication between the student population and the UCDPD.

Attendance: 200.

MUSLIM STUDENT ASSOCIATION (MSA)

CORE officers conducted a Safety and Orientation Presentation to enhance crime prevention among the minority communities at UCD. The CORE officers introduced themselves to the association and explained the program's goals and the calls for service process. This presentation led to a partnership between the UCDPD and the MSA resulting in the MSA requesting collaboration on future events and additional presentations. This event accomplished our goal of breaking down barriers and promoting communication between the student population and the UCDPD.

Attendance: 200.

STUDENT INVOLVEMENT FAIR

CORE officers contacted representatives from approximately 30 student organizations who had set up booths on the UC Davis Quad. Officers contacted the student organizations to offer support outside of the traditional enforcement capacity and to provide methods of communication and direct contact information to the various organizations for any future request for service. This initial contact led several of the student organizations to collaborate with CORE on events and community engagement efforts to provide a safer, more enjoyable campus experience for UC Davis students. For example, a UC Davis-based sorority reached out to CORE following the fair contact to request self-defense training for UC Davis students and community members.

CLASS OPEN HOUSE

A welcome event hosted by the Center of Chicanx and Latinx Academic Student Success (CCLASS) center at the beginning of the year. CORE officers engaged with the Center of Chicanx and Latinx Academic Student Success center staff through daily check-ins. As a result of the regular interaction, officers were invited to attend the CCLASS Open House event, which allowed officers to establish support channels and future partnerships for Chicanx and Latinx students and community members outside of traditional calls for service. This event accomplished our goal of providing multiple avenues of communication with law enforcement, within the UC Davis community.

KING HALL SCHOOL OF LAW STUDENT ORIENTATION

This safety presentation was conducted in a hybrid, in-person, and online setting for 50 incoming law students. The presentation informed the students of safe practices, UCDPD resources, and UC Davis the necessary campus resources available for student success. Moreover, CORE officers also provided UCDPD promotional items, which accomplished our goal of providing the UC Davis community with resources to have a safe experience.

STUDENT HOUSING ENGAGEMENT

CORE officers contacted student housing staff (Resident Advisors, Resident Directors) and attended meetings with various student housing staff members. These relationships led to the CORE being invited to the Green Involvement Fair wherein officers were able to interact with approximately 50 residents and discuss safety concerns. This accomplished our goal of providing resources for residents and community members of UCD. The relationships developed with Student Housing led to

weekly Bike registration events at Student Housing Dining Commons. CORE officers also set up an outreach booth for the UCD student community and provided UCDPD promotional items, allowing for interaction with approximately 700 students, and providing resources on how to register their bikes, and bike safety tips.

UNIVERSITY STRATEGIC COMMUNICATIONS AND FINANCE OPERATIONS AND ADMINISTRATION (FOA)

Provided ongoing coordination with University Strategic Communications and FOA to streamline the UCDPD social media platforms about branding, messaging, and content creation. The goal of revamping social media is to optimize existing platforms to extend reach and expand utility.

UCD FOOTBALL SEASON

CORE officers attended all five home football games, allowing for interaction opportunities with approximately 1,000 UCD and City of Davis community members, per game. This allowed officers to engage with community members in uniform, but outside of an enforcement capacity.

HUTCHISON QUAD RESOURCE FAIR

CORE officers set up an outreach booth for the UCD student community and provided UCDPD promotional items. CORE engaged with approximately 700 students, provided resources, and welcomed students to the UC Davis community.

STUDENT FARM

CORE officers and the UCDPD Outreach and Community Inclusion Unit have ongoing coordination efforts with Student Farm career staff after they expressed significant concerns about uniformed police presence on campus. Officers conducted several meetings to discuss a tiered police response in pursuit of protocols that maximize consideration for student emotional wellness without compromising student/police safety.

MEMORIAL UNION (MU) STAFF SAFETY TRAINING

Upon request from the MU Director, CORE officers provided training for student staff following a series of incidents involving visitors not adhering to behavioral expectations. Officers attended a staff meeting and discussed guidelines differentiating CORE from a uniform response. CORE also discussed responses to enforcement guidelines. CORE provided a direct line of communication, which opened up the opportunity for more streamlined responses to MU incidents and concerns.

PARENT FAMILY ASSOCIATION (PFA)

CORE contacted PFA multiple times to extend support to parents and family members. The goal was to reach students who had safety-related concerns but may be unaware of police services and/or were otherwise hesitant to contact law enforcement directly. This outreach ensured that parents who are especially involved with campus life would be assured of the added layers of security on campus.

WELLMAN BIKE LIGHT OUTREACH EVENT

A tabling event was held on a high-traffic bike lane near Memorial Union to hand out bike lights, UCDPD promotional items, and fliers for the UCDPD Cadet Program and Model Mugging courses. CORE spoke with about 150 students about various resources and support services provided by the department. Many students were unaware of our non-enforcement services.

DAILY FOOT PATROLS

CORE officers contacted about 25-50 students daily at the Quad to interact in a non-enforcement capacity. The goal was to normalize police presence in the core of campus without the traditional police image. The long-term goal is to promote casual interactions in a student's daily life as a new normal.

INTERNATIONAL STUDENT CENTER ORIENTATION

CORE officers conducted a hybrid presentation at the International Student Center about safety tips, UCDDP resources, and general acclimation to US policing efforts given their foreign backgrounds. The goal of international student presentations is to recalibrate their impressions of government police forces that may have been formed by their exposure to policing in their native countries. This led to an ongoing relationship with the International Center to collaborate on future events.
Attendance: 225 students.

HOMECOMING RALLY

UC Davis Athletics held a rally with the UCD Football Team at the SILO. CORE officers interacted with the student-athletes to form relationships between UCDDP and athletics despite the cessation of the UCDDP Football Detail. CORE officers set up a booth to network with students attending the event, and provided UCDDP promotional items.
Attendance:150 students.

CADET ACADEMY

Assisted the Outreach Officer with Cadet Academy classes and facilitation.

9/11 STAIR CLIMB COMMUNITY EVENT

UCDDP CORE officers sponsored an event to honor and remember the events that took place on September 11, 2001. This event was held in partnership with UCD Athletics, UCD Fire Department, UCD Dining Services, and the community of Davis; and all proceeds from this event were donated to the 9/11 Memorial Fund. The event received positive feedback with intention of creating an annual event.

SITUATIONAL AWARENESS/ACTIVE SHOOTER TRAINING

CORE officers instructed 12 Situational Awareness and Active Shooter Trainings to various departments throughout UCD and UC Davis Medical Center (UCDMC) campus. These presentations had a combined attendance of approximately 200 staff and faculty across both campuses. Training led to additional requests for future presentations and practices to create a safer sense of community.

SAFETY PRESENTATIONS

CORE officers conducted general safety presentations to residents throughout the UCD main campus. These presentations were provided to on-campus residents in areas that are in remote locations or along the campus border, such as Solano Park, Goat Barn, Avian Sciences Facility, and Kemper Hall. These events led to positive interactions with the community and provided practical resources beyond a traditional police response.

2022 SPECIAL OLYMPICS

In partnership with the Northern California Special Olympics, CORE officers were asked to participate in the Northern California Special Olympics Fall Games. Officers assisted with the opening ceremony and the presentation of the award ceremony during the fall games in the City of Davis. This event led to a positive relationship with Northern California Special Olympics and an invitation to the future Summer Games and other events.

DE-ESCALATION TRAINING

CORE officers conducted De-escalation Training for UCDCM Guest Relations staff. The goal of the training was to provide general de-escalation tips when dealing with challenging guests at the information desk. This training led to positive community feedback potential for follow-up and additional training.

CENTER OF CHICANX AND LATINX ACADEMIC STUDENT SUCCESS CENTER

Partnered with CCLASS during their Fall Quarter Finals Week Study Jam Event. CORE officers sponsored the event and provided testing materials and supplies for students during finals. CCLASS offered extended study hours and testing materials to UCD students during finals week. This event led to a stronger relationship with CCLASS and an invitation for future collaborations.

TRUNK OR TREAT EVENT M.I.N.D INSTITUTE

CORE officers attended the M.I.N.D Institute's Trunk or Treat event for Halloween. Officers decorated the trunk of a patrol car and passed out candy and toys to the attending community. CORE engaged with approximately 500 individuals in the UC Davis Health System community; and the event led a positive relationship with the M.I.N.D institute and an invitation to the Winter Wonderland Event, later in the year.

HARVEST FESTIVAL RONALD MCDONALD HOUSE

CORE officers attended the Ronald McDonald House Harvest Festival at the UCDCM Sacramento Campus. The Harvest Festival was held for the residents of the Ronald McDonald House. CORE staff served food and participated in games and activities with attendees. CORE engaged with approximately 100 individuals from the Sacramento area.

INTERNATIONAL AND ACADEMIC ENGLISH HARVEST EVENT

CORE officers assisted in transporting pumpkins for their event and tabled at the event. Staff interacted with approximately 100 students and provided resources, and promotional items to the UC Davis community. This was the first major event with International Center, which led to a positive relationship.

MEMORIAL UNION OPEN HOUSE

CORE officers were invited to the Memorial Union Open House event wherein they engaged with approximately 500 students and staff from the UCD community.

WINTER WONDERLAND EVENT M.I.N.D INSTITUTE

CORE officers attended the Winter Wonderland event at the M.I.N.D Institute. Officers decorated a patrol vehicle and passed out toys to children. CORE officers engaged with approximately 500 children and families from the Sacramento area.

VETERANS' SUCCESS CENTER

The Veterans Success Center holds a weekly event at their center and invited the CORE officers to attend and engage with students and the veteran community. During Veterans' Day, CORE officers donated donuts to the center in appreciation of their service. Moreover, during Veterans' week, an invitation was sent out to all UCDPD staff and officers who are Veterans' to attend a Veterans' Appreciation lunch, which some attended. This new relationship has led to numerous positive contacts between the CORE officers and the Veterans' community every week.

HELMET HAIR DON'T CARE EVENT AT THE BIKE BARN

CORE officers attended a bicycle safety event put on by the Bike Barn. CORE officers provided safety tips and engaged with approximately 50 students from the UCD community.

NATIVE AMERICAN RETENTION INITIATIVES OPEN HOUSE

This is a welcome event hosted by the Native American Retention Initiatives Center at the beginning of the year. CORE officers engaged with the Native American Retention Initiatives center staff, and were invited to attend their Open House event. These contacts allowed officers to establish support channels for students outside of traditional calls for service. This event accomplished our goal of providing multiple avenues of communication, with law enforcement, for the UC Davis Native American community.

EVOLVE EXPERIENCE

CORE officers attended the Evolve Experience play at the Mondavi Center. Officers were able to get a view of law enforcement from the community's perspective and gained knowledge of more effective ways they could assist the campus community.

CORE INTRODUCTION TO CAMPUS

CORE officers met with student organizations and departments to introduce the CORE program. The officers explained what the CORE uniform looks like, the function of the unit within the police department, and explained responses and calls for service. The CORE Unit was contacted to provide information regarding the newly formed program, which led to the cognition of the program as a whole.

AFRICAN AMERICA DIASPORA OPEN HOUSE

This is a welcome event hosted by African American Diaspora at the beginning of the year. Officers engaged with the African American Diaspora staff and were invited to attend the African American Diaspora's Open House. These contacts allowed officers to establish support channels for students outside of traditional calls for service. This event accomplished our goal of providing multiple avenues of communication, with law enforcement, for the UC Davis African American community.

HOMELESS OUTREACH RESOURCE MEETING

CORE officers met with the Homeless Outreach Team from the City of Davis to coordinate resources. The officers received the most updated resources from the city and county for unhoused individuals.

SAFETY PRESENTATION AT COYLE AVENUE ELEMENTARY SCHOOL

CORE officers attended this elementary school for their Hero's Day. Officers gave a brief safety presentation to a pre-k and kindergarten class and provided UCDPD promotional items.

AGGIE FIRST YEAR CONNECTION

This program is for first-year Aggies and is an opportunity for them to familiarize themselves with the different departments on campus. CORE officers assisted with a K-9 Charlie a Meet and Greet event and provided safety tips to the students.

AGGIE MOONLIGHT BREAKFAST

CORE officers assisted in the Aggie Moonlight Breakfast and provided extra security to assist in deterring and preventing any incidents.

STAFF APPRECIATION EVENT (TGFS)

CORE officers set up an outreach booth for the UCD student community and provided UCDPD-branded items. CORE interacted with approximately 100 students and provided resources on how to register their bikes and bike safety tips.

2022 PICNIC DAY

CORE officers set up an outreach booth for the UCD student community and provided UCDPD promotional items. CORE interacted with approximately 700 community members and provided resources on how to register their bikes and bike safety tips.

DIVERSITY, EQUITY, AND INCLUSION OPEN HOUSE

A welcome event hosted by the Diversity, Equity, and Inclusion center at the beginning of the year. Officers engaged with the Diversity, Equity, and Inclusion staff, and from their engagement, officers were invited to attend the Diversity, Equity, and Inclusion Open House. These contacts allowed officers to establish support channels for students outside of traditional calls for service. This event accomplished our goal of providing multiple avenues of communication, with law enforcement, for the UC Davis community. Officers were also invited to the Diversity, Equity, and Inclusion Christmas potluck.

TRANSFER AND RE-ENTRY STUDENT FAIR

CORE officers tabled at the Center for Transfer and Re-Entry Center student resource fair. CORE officers provided safety information and other resources to transfer and returning students about services and programs available at UCD. CORE officers provided resources and engaged with approximately 100 students.

PARTNERSHIP WITH UCD ATHLETICS

CORE officers collaborated with Athletics on one of their community events (9/11 Stair Climb). This allowed the CORE officers to engage with the athletics staff and received a grand tour of the Edwards Family Athletics Center by Rocko DeLuca.

ENGAGEMENT EVENTS WITH THE CENTER OF STUDENT INVOLVEMENT (CSI) AND CENTER FOR STUDENT EXPRESSION

CORE officers have had numerous meetings with CSI to introduce the CORE officer program, explain the unit's goals, and CORE officers' responses to calls for service. Officers have had opportunities to

work with the SCI staff, such as Rob Davis and Paul Cody, to find the appropriate solutions for various incidents. CORE officers have maintained a thriving and professional relationship with the staff of SCI and look forward to an ongoing partnership.

ENGAGEMENT MEETING WITH THE STUDENT COMMUNITY CENTER (SCC)

CORE officers have had meetings with SCC introducing the CORE officer and explaining the program's goals and calls for service, as well as CORE officers' responses. Officers have met with Joe Martinez, Director of the Cross-Cultural Center, and Mayra Llamas, Director of the SCC. CORE officers have maintained an engaging and professional relationship with the staff of SCI and look forward to an ongoing partnership.

CORE OFFICER'S ENGAGEMENT OPPORTUNITIES WITH STAFF AT MRAK HALL

During the labor strike on campus, CORE officers were responsible for staff safety while conducting business in Mrak Hall. During this time, CORE officers engaged with staff and quickly became friendly faces in the building. CORE officers used the staff safety event as an opportunity to explain the CORE Program and the goals of the programs deployed by UCDPD. This assignment also gave Mrak Hall staff a chance to view UCDPD in a new light, as officers used de-escalation tactics on multiple occasions to calm the tension between protesters and staff. CORE officers maintained an engaging and professional relationship with the senior leadership team, provost, vice chancellors, and deans.

ENGAGEMENT MEETING WITH THE NATIONAL PRIMATE RESEARCH CENTER (NPRC)

CORE officers met with NPRC to introduce the CORE officer and explain the program's goals and calls for service CORE officer's responses. Officers have visited with Greg Hodge, Safety Officer, and Nichole Drazenovich, Safety Officer. The CORE officers have maintained an engaging and professional relationship with the staff of NPRC and look forward to an ongoing partnership and training.

ENGAGEMENT MEETING WITH THE ASSOCIATED STUDENTS OF UC DAVIS (ASUCD) – FOOD PANTRY

CORE officers have met with Food Pantry staff to introduce the CORE officer and explain the program's goals and calls for service CORE officer's responses. Officers have engaged with Ian, the Food Pantry supervisor; and to date, have maintained an engaging and professional relationship with the staff of the food pantry and look forward to an ongoing partnership.

ENGAGEMENT MEETING WITH THE ASSOCIATED STUDENTS OF UC DAVIS (ASUCD) – AGGIE COMPASS

CORE officers have met with Aggie Compass to introduce the CORE officer and explain the program's goals and CORE officers' responses to calls for service. Officers have met with Stacy, the Aggie Compass supervisor, and have maintained an engaging and professional relationship with the staff of Aggie Compass. CORE has assisted Aggie Compass with multiple incidents, wherein officers were asked to locate and identify a potential homeless student and provided contact information and courtesy transports to the Aggie Compass office for resources.

ENGAGEMENT MEETINGS WITH THE ASIAN STUDENT GROUPS

CORE officers have engaged with the Asian student groups during tabling events on the quad. The CORE officers introduced and explained the program's goals and CORE officers' responses to calls

for service. The CORE officers have maintained an engaging and professional relationship with the Asian student groups.

RECOMMENDATIONS/ACTIONS TO ADDRESS CONCERNS

CORE/Outreach amongst police departments is often looked at as a success through the community's feedback. Being part of it firsthand has made us aware of the importance and effectiveness of actually taking the time to build relationships and the importance of quality over quantity. We have never engaged with anybody on campus who has commented, "...did you see the latest police dance video?" What we have heard on numerous occasions was feedback such as " we are thankful to have CORE Officers here looking out for us," or even "...I normally don't talk or deal with law enforcement, but being around you guys make me think of things in a different light."

The best way to build lasting community relationships and address potential public relations problems is to continue to improve and support Outreach, CORE, and UCD general safety presentation and situational awareness training for students/staff and faculty. Our goals in CORE have changed over time, and focusing on the quality of engagements over quantity is more beneficial. Our continuing goals for the upcoming year are-:

§ To enhance campus and community safety by creating additional safety and situational awareness training opportunities for campus staff and students.

§ To continue cultivating relationships that we have fostered already, continue to serve our community, and attempt to facilitate any need from our community. Our goal in CORE is to continue to be advocates for the safety and well-being of our community.

§ To build a strong bond of trust between law enforcement and members of our community by providing a higher level of service through meaningful interactions and engagements.

UC DAVIS
POLICE DEPARTMENT

DATE: 1/31/23
TO: Chief Farrow
FROM: Lt. Zekany
RE: 2022 Annual Report- Outreach and Community Inclusion

*This report offers an overview of the activities of the police officers assigned to the Outreach and Community Inclusion (OCI) in 2022. **Lexipol Policy 201.2** mandates that the annual report include reports, personal contacts, outreach events, and feedback from students, staff, and faculty.*

Please note this list does *not* include meetings associated with each event, training responsibilities outside the OCI Unit, or patrol coverage. Lastly, where applicable, presentations are now available via online access only. Event categories are as follows:

- **ORIENTATIONS**
- **PRESENTATIONS** (General, Safety, and Crime prevention)
- **COMMUNITY INCLUSION EVENTS/ACTIVITIES,**
- **ACADEMIES**
- **ADDRESSING COMMUNITY CONCERNS AND PROBLEMS**
- **POTENTIAL CHALLENGES (LAW ENFORCEMENT AND PUBLIC/COMMUNITY RELATIONS)**
- **RECOMMENDATIONS TO ADDRESS CONCERNS**

ORIENTATIONS (Crime Prevention)

OCI participated in approx. 10+ student orientations during the spring and winter quarters. Due to COVID, these have primarily become 30-minute Zoom presentations. Although the number of orientations offered has decreased due to the adoption of a campus remote learning environment, total attendees have actually increased as a result of the online access (students, parents, family) and easily numbered over 10,000. Topics were based on audience and Q&A. For example, new student orientations focused on bike safety, general personal safety, and property safety (bike theft, fraud, scams, etc.). Parent orientations were similar but focused on personal safety, self-defense, active shooter, and department/university safety practices. Exchange/international students were similar to new student orientations but had a larger focus on scams and fraud.

SAFETY PRESENTATIONS

Thirteen Active Shooter and 22 Safety presentations were held in 2022, with three focusing on bike safety. All presentations contain portions of information specific to general safety and crime prevention, with an additional emphasis on safety relevant to the topic at hand. Attendance was 450-600 participants; however, this number does not incorporate most other presentations performed by CORE officers.

COMMUNITY INCLUSION EVENTS/TABLING

The OCI Unit participated in approximately 20 events, with the goal of building a rapport with our campus community, distributing safety equipment, and recruiting for our various academies. This number does not reflect basic tabling efforts, bike light giveaway stations, and the like. Those events would increase the total number of participants to about 50-60. These events were held on both the UCD Campus and UCDCM and offered a variety of topics, including Juneteenth, Harvest Carnival, Involvement fairs, Picnic day, 911 Memorial Stair Climb, and other holiday or student/staff events.

Other online events outside of the UCD Campus/Med Center community included 3 interview sessions, usually about UCD community-oriented policing and/or our cadet academy.

MODEL MUGGING/SELF-DEFENSE CLASSES

Four 2-hour self-defense classes were conducted. Two of the presentations were conducted on the UCD campus for local sororities, one was for Med Center employees, and the final was for the Phoenix Coalition in the city of Davis for LGBT+ youth.

With the help of instructors Ofc. Lee, Ofc. Malik, and Ofc. Choc, OCI held 3 nationally certified 20-hour weekend self-defense courses regarding sexual assault. These grueling full contact (on the instructors) classes have been unanimously appreciated by students. Assault survivors who have taken the module often comment that it has changed their lives for the better. Although class size is limited due to the nature of the class material, this program has a huge waiting list and is only limited by instructor and training location availability. This powerful outreach tool not only offers crime prevention tactics; but also poses an additional benefit in that every student becomes a vocal advocate for the UCD Police Department as well as for personal safety and empowerment.

CADET ACADEMY

In 2022, OCI ran our annual 4-month cadet academy with 20 student participants, with students attending the Sac PD academy in July 2022. Unfortunately, none of the sponsored cadets was successful. The cadet academy is held from January to May, with cadets spending at least 15 hours per week in various law enforcement teaching and training experiences on Tuesdays, Thursdays, and Saturdays. The time commitment for OCI during this period is approx. 30 hours per week. For the 2023 cadet academy beginning on January 14th, there were applicants with 27 confirmed cadets. Other applicants either did not qualify, had school/ employment scheduling conflicts, or had health and /or family issues causing them to withdraw.

Throughout the year, based on feedback, potential budget, availability of equipment and facilities, and training opportunities, OCI is continuously overhauling the training program to maximize the use of training time, increase productivity, and make the transition to an accredited police academy less difficult. You will find that it still maintains the community outreach aspects of the previous academy.

From May-December, a considerable portion of our time was dedicated to penning referral letters, conducting interviews, and speaking to recruiters, background investigators, and hiring managers. Some of our cadets do not enter the law enforcement field but still rely on OCI (and the cadet academy) as a reference for career jobs, graduate degree programs, internships, or other law/criminal justice-related interests.

ADDRESSING COMMUNITY CONCERNS AND PROBLEMS/CURRENT

This past year, two-way communication has become easier to allow for dialogue in part to the addition of the CORE program to OCI.

The CORE Officer outreach and engagement program provide an informal way for the UC Davis community to interact with the UC Davis Police Department. The nonuniformed CORE Officer provides consultation, education, and support as part of UC Davis community policing efforts.

The CORE program's primary area of focus and responsibility is the core area of the UC Davis campus. The CORE program began in November 2020 with the selection of the first CORE officer, with an additional officer added in June 2021. This additional officer had a companion dog, Charlie, to assist him in his outreach activities. Our third and final CORE officer began in September 2021.

While the CORE program faced several challenges in 2021 due to COVID-19 concerns and an adaptation of a campus remote learning/working model, CORE has seen a significant increase in engagement and outreach opportunities with the return of students, staff, and faculty to campus. Additionally, CORE officers were involved with outreach and engagement activities at the UC Davis Health Medical Center and assumed responsibility for assisting and supporting the patrol unit. In summation, the three officers responded to 561 calls for service, recorded 130 police reports; and, devoted approximately 25% of their time to backfilling uniformed patrol positions. Nevertheless, the CORE officers revealed and uncovered numerous opportunities to engage with members of our community. Refer to CORE ANNUAL REPORT 2022.

OCI has made every effort to encourage fact-based dialog, active listening, and comprehensive conversations with those that are willing among our UCD campus community. OCI, the CORE program, and the Cadet Academy are key to ensuring UCDPD is able to engage, outreach, and work together to build a safer, more inclusive community.

Finally, the "Model Mugging" self-defense training is an amazing addition to OCI. Although small in number, the class has helped create strong allies and advocates for what UCDPD is trying to achieve in combatting sexual violence. Graduates of the class see that the department genuinely cares about the UCD community. The program has received very positive feedback from the community through real-time daily surveys.

POTENTIAL PROBLEMS AFFECTING LAW ENFORCEMENT AND PUBLIC RELATIONS WITHIN OUR COMMUNITY

At no other time has it been so important to re-imagine service-oriented community policing, bolster trust and enhance communication. This involves adapting to the changing needs of UC Davis and to campus policing as a whole. OCI is committed to continuing to work on creating meaningful relationships and seeking educational opportunities between the police department and our community.

RECOMMENDATIONS/ACTIONS TO ADDRESS CONCERNS

OCI recognizes the importance and effectiveness of building relationships and the importance of quality over quantity. With the addition of the CORE program to OCI, barriers have been reduced

UCDAVIS

POLICE DEPARTMENT

promoting communication and new partnerships with organizations, departments, and centers across campus. CORE's outreach has been instrumental in creating an environment where our community feels safe, heard, and respected; thru collaboration and work toward improving campus safety.

The best way to build lasting community relationships, positive public interaction, increase community support, and address potential public relations problems is to continue to improve and support OCI, CORE, Aggie Hosts, and UCDPD self-defense programs for students/staff and faculty. Our goals in OCI have changed over time, our continuing goals for the upcoming year are:

§ To make the cadet academy the most comprehensive and interactive program available to provide the best possible law enforcement officers.

§ Offer the long (20+ hour) self-defense class more often and on a regular basis (at least once per month as staffing permits) to attempt to meet the constantly growing interest and demand from the campus community.

Appendix C

All Dispatchers, Protective Service Officers (PSOs), Aggie Hosts, Protective Service Specialists (PSSs), and Community Safety Specialists (CSSs) have completed training in the same areas as our uniformed police officers. These areas include Implicit Bias, De-Escalation, Cultural Humility, Sexual Harassment and Sexual Violence Prevention, and Crisis Intervention as part of our holistic, tiered response framework. We will continue to provide relevant, high-quality training to all personnel in the tiered response model. Below is the list of training completed:

Officers

1. Implicit Bias: **March 2021**
 - a. UC Learning Center “Managing Implicit Bias Series”
 - i. What is Implicit Bias
 - ii. The Impact of Implicit Bias
 - iii. Common Forms of Bias
 - iv. Managing the Influence of Implicit Bias- Awareness
 - v. Managing the Influence of Implicit Bias- Mindfulness and De-biasing
 - b. Implicit Bias and Racial Profiling (**May 2021**)
2. De-Escalation: **June 2022**
 - a. POST Use of Force with De-Escalation
3. Cultural Humility:
 - a. In Person- Jann Murray-Garcia, MD, MPH (**June 2022**)
 - b. “Living the Principles of Community”- UC Learning Center (**June 2022**)
 - c. POST Hate Crimes (**July 2022**)
4. Crisis Intervention:
 - a. POST Mental Health Awareness (**March 2021**)
 - b. Student Health and Counseling Services “Gatekeeper and QPR: Suicide Prevention” (**Dec 2021**)
 - c. POST Strategic Communications (**Nov 2022**)
5. “Sexual Harassment and Sexual Violence Prevention” - UC Learning Center: **Annually**

Dispatchers

1. Implicit Bias: **May 2022**
 - a. UC Learning Center “Managing Implicit Bias Series”
 - i. What is Implicit Bias
 - ii. The Impact of Implicit Bias
 - iii. Common Forms of Bias
 - iv. Managing the Influence of Implicit Bias- Awareness
 - v. Managing the Influence of Implicit Bias- Mindfulness and De-biasing
2. De-Escalation: **June 2022**
 - a. UC Learning Center “Controlling Conflict, Stress, and Time in a Customer Service Environment”
 - b. UC Learning Center “De-Escalation Techniques and Strategies”
3. Cultural Humility: **June 2022**
 - a. Video training- Jann Murray-Garcia, MD, MPH
 - b. “Living the Principles of Community”- UC Learning Center

Appendix C

4. Crisis Intervention: **Dec 2021**
 - a. Student Health and Counseling Services “Gatekeeper and QPR: Suicide Prevention”
 - b. CA POST Callers in Crisis: Suicidal Callers
5. “Sexual Harassment and Sexual Violence Prevention” - UC Learning Center: **Annually**

Protective Service Officers (PSO) - Sacramento Campus

1. Implicit Bias: **May 2022**
 - a. UC Learning Center “Managing Implicit Bias Series”
 - i. What is Implicit Bias
 - ii. The Impact of Implicit Bias
 - iii. Common Forms of Bias
2. De-Escalation: **June 2022**
 - a. UC Learning Center “Controlling Conflict, Stress, and Time in a Customer Service Environment”
 - b. UC Learning Center “De-Escalation Techniques and Strategies”
3. Cultural Humility: **June 2022**
 - a. Video training- Jann Murray-Garcia, MD, MPH
4. Crisis Intervention: **June 2022**
 - a. UC Learning Center “Conflict Management in Clinical Care”
5. “Sexual Harassment and Sexual Violence Prevention” - UC Learning Center: **Annually**

Aggie Hosts

1. Implicit Bias: **May 2022**
 - a. UC Learning Center “Managing Implicit Bias Series”
 - i. What is Implicit Bias
 - ii. The Impact of Implicit Bias
 - iii. Common Forms of Bias
2. De-Escalation: **May-June 2022**
 - a. UC Learning Center “De-Escalation Techniques and Strategies”
 - b. UC Learning Center “Controlling Conflict, Stress, and Time in as Customer Service Environment”
3. Cultural Humility: **June 2022**
 - a. Video training- Jann Murray-Garcia, MD, MPH
4. Crisis Intervention: Supervisors **Dec 2021**
 - a. Student Health and Counseling Services “Gatekeeper and QPR: Suicide Prevention”
5. “Sexual Harassment and Sexual Violence Prevention” - UC Learning Center: **Annually**

Protective Services Specialists (PSS) - Davis Campus (*Hired January 23, 2023*)

1. Implicit Bias: **Jan 2023**
 - a. UC Learning Center “Managing Implicit Bias Series”
 - i. What is Implicit Bias
 - ii. The Impact of Implicit Bias

Appendix C

- iii. Managing the Influence of Implicit Bias
 - b. UC Learning Center “Ethics Values and Conduct”
2. De-Escalation: **Jan 2023**
 - a. In person “De-Escalation Techniques and Strategies”
 - b. UC Learning Center “Controlling Conflict, Stress, and Time in as Customer Service Environment”
3. Cultural Humility: **Feb 2023**
 - a. Video training- Jann Murray-Garcia, MD, MPH
4. Crisis Intervention: Supervisors (**TBD 2023**)
 - a. Student Health and Counseling Services “Gatekeeper and QPR: Suicide Prevention”
5. “Preventing Harassment and Discrimination” - UC Learning Center: **Jan 2023**

Community Safety Specialists (CSS) - Davis Campus (*Hired January 23, 2023*)

1. Implicit Bias: **Jan 2023**
 - a. UC Learning Center “Managing Implicit Bias Series”
 - i. What is Implicit Bias
 - ii. The Impact of Implicit Bias
 - iii. Managing the Influence of Implicit Bias
 - b. UC Learning Center “Ethics Values and Conduct”
2. De-Escalation: **Jan 2023**
 - a. In person “De-Escalation Techniques and Strategies”
 - b. UC Learning Center “Controlling Conflict, Stress, and Time in as Customer Service Environment”
3. Cultural Humility: **Feb 2023**
 - a. Video training- Jann Murray-Garcia, MD, MPH
4. Crisis Intervention: Supervisors (**TBD 2023**)
 - a. Student Health and Counseling Services “Gatekeeper and QPR: Suicide Prevention”
5. “Preventing Harassment and Discrimination” - UC Learning Center: **Jan 2023**

Appendix D

Police Officer Recruitments

Our goal is to recruit and hire individuals who share similar values, vision, and concurrently reflect the community we serve. The best way to accomplish this is to hire graduates/employees of UC Davis, who can intertwine their student/staff experience with our patrol division. In 2022, we selected two candidates from the UCDPD Cadet Academy to attend the Sacramento Police Academy.

The UCDPD Cadet Academy is our primary recruitment for entry level police officers, but occasionally we will recruit external entry-level applicants when we identify strong candidates through our network of contacts (e.g., unaffiliated police academy graduates). In 2022, we recruited outside entry-level officers and selected three (3) from this recruitment.

To balance our inexperienced and new police officers, we open recruitments for lateral police officers as needed. In 2022, we opened a lateral officer recruitment and selected five (5) candidates.

UCDPD is on track to fill twenty-nine (29) of our budgeted thirty (30) police officer positions.

We opened a sergeant promotional recruitment with eight (8) candidates and six (6) participated in the sergeant assessment process. Of the two (2) who were selected to move forward to the Chief's interview, the external candidate withdrew, and the internal candidate was promoted.

Civilian Recruitments

We opened a dispatcher recruitment of the thirty-nine (39) applicants, two (2) were selected.

We recruited for a new crime analyst position in the police department with the intention of developing statistical modeling and crime data analysis to identify crime trends and patterns and creating strategies to help with crime prevention. Of the seventeen (17) applicants, one (1) was selected for the position.

In 2022, we established the new Protective Services Specialist (PSS) and Campus Safety Specialist (CSS) positions on the Davis Campus. Of the fifty-nine (59) applicants for the PSS role, four (4) were hired. Of the twenty-eight (28) applicants for the CSS role, three (3) were selected. This is ongoing recruitment effort until we reach our budgeted goal.

UCDPD strives to make sure all interview panels have UCD community representation to include students, staff, and faculty. Although it can be difficult to encourage community members' participation on our panels for various reasons, we have been successful in including community members on our interview panels dating back to 2014. In 2022, UCDPD convened ten (10) interview panels for various positions and all but one included a community member.

Chief Farrow and UCOP championed a change to an existing law that required all police officers in California to be U.S. citizens. With SB960 signed into law (effective January 1, 2023), U.S. citizenship is no longer a requirement to be a police officer in California. California Peace Officers Standards and Training (POST) updated their citizenship requirement and candidates can now apply to be police officers so long as they are legally authorized to work in the United States under federal law. UCDPD welcomes this change and opportunity to recruit from this new pool of potential applicants. This update was highlighted in our recent cadet academy class in hopes that those who may not have applied due to citizenship status, could now pursue a career as a police officer.

Appendix E

Guideline 2 - Tiered Response (Dispatch)

The items listed below have been programmed into the Computer Aided Dispatch (CAD) and allow the dispatcher to send the correct resource to the call for service.

1. Units are identified with unique radio call signs which are reflected in the CAD system as follows:

Patrol Officer (4L#), Supervisors (4S#), CORE Officer (4C#), Community Safety Specialist (4V#),
Protective Services Specialists (4R#), UMC/Primate Center PSO (4P#)

2. Locations with a specific response type for CORE officers are noted with an asterisk (*) in front of the location name. This provides the dispatcher with a visible queue.

3. Priority Type; In Progress and Report Only were added to determine what unit type is dispatched. In progress call will be dispatched to Uniformed Patrol. Report Only calls based on location and call type will be dispatched to either CSS(s) or Core Officer. CSS(s) will not be dispatched to calls where suspects are on scene, suspect is known, calls with potential violence or law enforcement is required.

4. Calls can be stacked to a unit type with command line of STACK. This allows units to have similar call types stacked in order of call dispatched to a unit. Dispatch is alerted when the unit is available that the second call is stacked and pending confirmation of electronic dispatch. In Unit queue dispatchers can see stacked incidents also displayed.

The response plans with unit recommendations are built which will identify the appropriate unit in order of preference for the situation. Response plans are additional configurations and need further testing before being fully deployed.

1. Campus Patrol Response Plan: Calls where capability of LAW is the number one priority a 4L or 4S unit will be recommended to be dispatched.
2. CORE Response Plan: Calls where capability of CORE is the number one priority a 4C unit will be dispatched. If unavailable or delayed, a 4L unit capability will be recommended.
3. Campus Safety Specialist Response Plan: Calls where capability of CSS is the number one priority a 4V unit will be dispatched. If unavailable or delayed, then a unit with 4L or 4C capability will be recommended.
4. Protective Service Specialist Response Plan: Built, but not developed, as they are currently not designed to be dispatched to calls for service.
5. Units will also be identified with respective capabilities and certifications.

Appendix F

Guideline 3 -- Data Stats Transparency

The recently hired crime analyst gathered statistical data to inform stakeholders on departmental and university activities. This data allows for informed community safety decisions, as well as transparency. The crime analyst produces data for the department website as well as the University Office of the President (UCOP) website as part of the Campus Safety Guidelines on transparency. UCDPD maintains and provides monthly updates to the [Transparency Dashboard](#), which include statistical data on crime, stops, and calls for service. Use of Force and complaints are updated annually. The crime analyst additionally provides quarterly statistical reports published on the UCOP website including crimes, calls for service, complaints, stops and use of force. The transparency webpages provide the campus community and campus leadership the opportunity to review actions taken by the police department.

The crime analyst provides various types of data reports, heat, and interactive maps to different police units to assist with decision-making. These reports include RIPA status updates, monthly security checks for Protective Services Specialists and police officers, a list of bicycle thefts for various years, suicide calls for service, bicycle collisions, catalytic converter thefts for the previous years, vehicle burglaries, commercial burglaries, and UC Davis Medical Center (UCDMC) owned vehicle burglaries.

1. **Monthly RIPA Status updates:** Key members are provided reports regarding previous month's RIPA submissions with an emphasis on reasons for the stops, searches conducted, reasonable suspicion versus traffic violations, results of the stops, and any patterns in data that may be of concern. Results, overall, have shown more reports submitted by the officers with fewer errors, and an increase in submitted reports in which traffic stops occurred.
2. **Security Checks:** The Captain receives a monthly overview of the total number of security checks performed at UCDMC. This report breaks down the data by police officers performing the security checks against Protective Security Officers. The report includes how many security checks were completed and an analysis of when the checks were performed and by whom. Using monthly statistics, the data identified opportunities and resulted in increased security checks conducted by officers and PSOs.
3. **Bicycle Thefts:** Data/Bulletins regarding bicycle thefts are provided for the current and previous years, with a map of where the thefts occurred. In addition, the data/bulletin showed areas of concern, the type of bicycles most targeted, and the days and times when most thefts occurred. A month-to-month comparison of bicycle thefts revealed no decrease occurrences.
4. **Suicide Calls for Service:** Data was provided on how many of suicide calls the department responded to, the methods used, the age group most affected, and whether the person completed or attempted suicide.

Appendix F

5. **Collisions:** Provided data for all collisions for the previous three years. The data included where collisions occurred, the types of crashes, and the locations. The data is used to assist with potentially changing the law regarding non-motor vehicles on campuses and grant funding.
6. **Vehicle Burglaries:** Provided data for all vehicle burglaries for current and previous years. The data included catalytic converter thefts, vehicle burglaries, and vehicle break-ins around campus including a heat map of where these crimes were occurring. The data provided is very recent, so more time is needed to evaluate the data.
7. **Burglaries:** Provided data regarding burglaries throughout campus with patrol lieutenants and the PSS supervisor along with an interactive heat map and a list of buildings most targeted. The data is being used assist in generating a deployment plan for the new PSS team, which structures and times to patrol. Once the program is implemented, we will review the data and determine the effectiveness.
8. **Medical Center Vehicle Data:** Data encompassing all medical center-owned vehicles either targeted for vandalism or burglarized was provided to the patrol lieutenant.