

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/0qdr5g61iw7g56vp7hzb48hcezlk3fk>
 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:

Merced

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	Conversations with different stakeholders have started using working groups leading other actions within the plan. Additionally, conversations regarding the efforts have been presented to stakeholder groups inviting feedback and invitations for participation in future efforts.
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	A steering committee was established and meets monthly to collect updates from the various workgroups focused on the specific strategic initiatives. The initiatives have broad campus representation.
1.3	The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making	9/30/21	Y	The campus has referenced the work collected over the past year through UCOP sponsored symposium . Senior leadership participated in both symposia.

	space for those ideas and solutions, will be shared and considered by campus leadership.			The campus hired three student interns who conducted awareness sessions and focus groups with students. The feedback was used to help update campus practices and will be used in the development of additional programs this academic year and an updated campus website.
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	This has been part of our campus practice. With the recent hiring of a new Vice Chancellor for Equity, Diversity and Inclusive Excellence, we plan to develop a series of training opportunities around our Principles of Community to be implemented in the upcoming academic year. Additionally, a survey of training suggestions has been made available to the campus community.
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	This was already part of the campus practice, including the use of officer business cards with contact information available. The protocol for feedback is available through the UC Merced PD website, which allows for anonymous complaints.
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 Merced PD conducts a satisfaction survey every year to get input on how to improve services. The results are posted on line. A survey of training suggestions has been made available to the campus community.
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	This protocol for feedback is in place. The campus is still working with software vendors to implement a campus solution that matches both the scale of the initiative with the campus systems user interfaces that will allow for user-friendly access. The plan will be implemented this academic year.
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	12/31/21	Y	This was already part of the campus hiring process for officers. As different positions are created in response to implementation of the guidelines, the practice to have broad input in the interview process will be expanded.

	interview process of UC police department and other campus safety personnel.			
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	The criteria were already part of the hire practices. There has also been a commitment to hire within the unit sworn officers and staff who reflect campus demographics .
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	Already part of the campus' hiring practices for campus safety.
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 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.	6/30/22	Y	UC Merced PD participate in annual training programs to address the topics listed. An updated list of the training sessions is publicly available at the UC Merced PD web site. With the recent hiring of a new Vice Chancellor for Equity, Diversity and Inclusive Excellence, we plan to develop a series of training opportunities this coming academic year.

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	Has already been part of the community safety approach of the department. It is reflected in their services and community outreach .
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 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.	3/31/22	started	A work group has been developed, led by the Director of Counseling and Psychological Services. An initial draft plan has been reviewed by the Chancellor and cabinet. The work group continues to refine the plan based on the development of community partnerships and efforts to expand services. Training programs for residence education staff will be implemented for Fall 2022. Hiring for phase one of the plan has started. Two student interns will be hired for fall 2022 to meet with student groups and facilitate conversations and update the campus community on the tiered model approach.

	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	All hiring has been paused. A process is in place should there be a need to have chancellor approval for a critical backfill hire within campus safety.
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	Campus has in place protocol that follows the guidance.
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.	3/31/22	started	An initial conversation was started with the DA and the local judges. The university has consulted with a local non-profit organization that focuses on restorative justice practices in the schools to explore a potential model that could be proposed.

	<i>(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)</i>			
3.1	<p>Campuses will post these categories of safety data annually:</p> <ul style="list-style-type: none"> • 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	<p>Data was submitted to UCOP for a shared system dashboard. Campus continues to work with staff at UCOP to confirm accuracy of the data as the dashboard.</p> <p>Additional campus data is available on the UC Merced Police Department website, include data on:</p> <p>Department Demographics Annual Crime Statistics RIPA Stop Data Calls for Service Use of Force Complaints Budget</p>
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	6/30/22	Y	An initial draft of new bylaws for a campus accountability board has been completed. As faculty and students return to campus in Fall 2022, a review and ratification of the bylaws will move forward, transitioning the current Police Advisory Board, to the Police Accountability Board.

	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.			
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	started	A training outline for the accountability board will be developed and implemented once the bylaw changes have been ratified. The Office of Ethics and Compliance will coordinate and monitor the training of board members.
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 confidentiality 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	6/30/22	Y	UC Merced has indicated interest in partnering with UC Davis to meet the function of the investigation. An initial draft of new bylaws for a campus accountability board has been completed. As faculty and students return to campus in Fall 2022, a review and ratification of the bylaws will move forward. The Division of Equity, Diversity, and Inclusive Excellence will provide the unit oversight of the accountability body.

	<p>investigator, unless for cause and authorized.</p> <p>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.</p>			
4.2b	<p>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.</p>	6/30/22	Y	UC Merced has indicated interest in partnering with UC Davis to meet the function of the investigation.
4.4	<p>Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.</p>	12/31/21	Y	The application was submitted on December 14, 2021

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	<i>Not yet due</i>	
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Provide any other progress updates or comments related to community safety that you would like to share: