

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

### BACKGROUND

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

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

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

### REFERENCE MATERIAL

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

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

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

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

| #   | Action   | Milestone Date | Milestone Met? (Y/N) | Description of Action Taken through December 31, 2021  | Risks, Challenges, Issues, Considerations   |
|-----|--|----------------|----------------------|--|---|
| 1.1 | Current and future campus-based task forces or working groups focused on campus safety will include broad representation of the full UC community, including historically marginalized communities.                      | 9/30/2021      | 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.  | As the campus approaches more milestones, the need exists to engage campus stakeholders at all phases of the process. Town halls will be scheduled in the early spring semester. Presentations will be scheduled with a broad range of student organizations. |
| 1.2 | A community-led process will be established that involves faculty, students and staff to define and advise on the specific strategies and approach in the tiered response model.   | 9/30/2021      | 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.   | There is a need to engage the county health services. There focus has been on other health concerns.  |
| 1.3 | The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making space for those ideas and solutions, will be shared and considered by campus leadership. | 9/30/2021      | Y                    | The campus has referenced the work collected over the past year through UCOP sponsored <a href="#">symposium</a> . Senior leadership participated in both symposia.<br><br>Additionally, the campus hosted a Valuing <a href="#">Black Lives Task Force</a> , with a subcommittee that focused on policing and anti-Black violence. The report and its implementation plans are reviewed annually. | Deciding an online home for these resources within the university will be important so they are easy to reference and find by a broader community audience.   |
| 1.9 | Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the University's principles  | 9/30/2021      | Y                    | The criteria has been part of the campus hiring practices for all positions at the university, including PD. The <a href="#">principles of community</a> help inform the formal job builder process and the commitment to  |   |

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|      | of community and their commitment to integrity, excellence, accountability and respect.  |                |                      | diversity is reflected in the <a href="#">tool kit</a> for hiring managers.   |   |
| 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. | 9/30/2021      | Y                    | All positions require background checks and position <a href="#">descriptions</a> include a commitment to Community Oriented Policing philosophy.   |   |
| 1.13 | Campus safety personnel will continue to participate in campus special events, meet with faculty, students and staff groups, share crime prevention and self-defense expertise, and more, to build open lines of communication, engagement and understanding.  | 9/30/2021      | Y                    | UC Merced campus safety personal provide several campus <a href="#">outreach events and workshops</a> . Additionally, the support a community-based <a href="#">mentor program</a> that connects UC Merced students with local K-12 students. |   |

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| 2.3 | Campuses will follow established University and campus guidance on protest response, role of police, observers or monitors, and use of mutual aid and communicate those standards to the community so that they have shared expectations.  | 9/30/2021      | Y                    | Campus has in place <a href="#">protocol</a> that follows the guidance. Both paper copies of the protocol and e-links are sent to groups who have registered events with the university.   |   |
| 2.2 | Each campus will pause hiring of campus safety personnel until the plan described in 2.1 has been submitted. Exceptions to the pause, based on meeting basic safety needs, must be approved by the Chancellor.   | 10/31/2021     | 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.  |   |
| 1.5 | Except in urgent or emerging crises where it poses a safety risk, all campus safety service providers will proactively provide their name, contact information, reason for stop or call response, and prior to the conclusion of their contact, will confirm how feedback can be sent. | 12/31/2021     | Y                    | This was already part of the campus practice, including the use of officer business cards with contact information available. Individuals are referred to <a href="#">multiple methods</a> to provide feedback on the experience with an officer, including online form, supervisor phone numbers, and anonymous complaints. |   |

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| 1.8 | Each campus will develop and implement procedures and guidelines for the UC community, including students, faculty and staff, to serve in an advisory capacity in the interview process of UC police department and other campus safety personnel.  | 12/31/2021     | 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. |   |
| 3.1 | Campuses will post these categories of safety data annually: <ul style="list-style-type: none"> <li>• Crimes Data (Part I and Part II)</li> <li>• Use of Force</li> <li>• Campus Safety Workforce Summary, including demographics</li> <li>• Campus Safety Fiscal Year Budget</li> <li>• Stops (Racial and Identity Profiling Act of 2015 (RIPA) compliant as required by California Law)</li> <li>• Complaint data and resolution (consistent with California Department of Justice requirement)</li> <li>• Calls for service</li> </ul> | 12/31/2021     | Y                    | Data was submitted to UCOP for a shared system dashboard.  |   |

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| 4.4 | Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation. | 12/31/2021     | Y                    | The application was submitted on December 14, 2021, with confirmation that we are moving through the review process. | The need for ongoing administrative oversight over the components of the accreditation process will be a workforce need. |