

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/0qdr5g61iw7g56vp7hzb48hcezl3fk>
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: University of California, Riverside

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	The Provost established a roster of committee members including students, faculty, staff, and community members focused on Campus Safety.
1.2	A community-led process will be established that involves faculty, students and staff to define and advise on the specific strategies and approach in the tiered response model.	9/30/21	y	The Provost led a Campus Safety Committee that provided input and advising on the implementation of various strategies.
1.3	The history of policing, and the variety of views including maintaining, defunding or	9/30/21	y	UCR has a campus-specific committee that published a report on campus safety, which specifically discusses the history of policing, and

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	abolishing police departments, and making space for those ideas and solutions, will be shared and considered by campus leadership.			the impact that it has had on marginalized communities, in particular. We will continue to look for ways to integrate this information through ongoing conversations, trainings, community engagement.
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	UCR police and campus safety personnel completed a full-day of training developed by UCR Vice Chancellor of Equity, Diversity and Inclusion – Mariam Lam. Additional ongoing training sessions will be provided as new tiered personnel are hired.
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	UCR-PD worked with other UCPDs across the system to incorporate the same policy that was approved by FUPOA. UCR-PD Chief completed a general order to implement the policy at UCR-PD, and officers have the survey card to give to community members.
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	N	The HWS newly hired Sr. Policy Analyst is working with the Student Affairs Research Director to establish a survey of (questions) to assess campus safety to collect a baseline of information to rollout Fall 2022.
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	A real-time community feedback survey was created and now provided to each community member to provide feedback about each interaction with the officer(s). This survey is provided to community members on the back of the police officer’s business card during each interaction. Additionally, UCR police and campus safety department has just acquired and implementing the following additional platforms to further enhance opportunities for the community to provide real-time

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				feedback following safety personnel interactions with community members: SPIDR TECH – (real-time community survey feedback software) POWER DMS – (IACLEA software) SHIELD (Field Training/Use of Force/Weapons Drawn software)
1.8	Each campus will develop and implement procedures and guidelines for the UC community, including students, faculty and staff, to serve in an advisory capacity in the interview process of UC police department and other campus safety personnel.	12/31/21	Y	UCR-PD instituted a policy for ensuring active community participation in the hiring of new officers and new-hire PD 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	UCR-HR worked with UCR-PD to ensure that language is included in the job description that highlights the prioritization of the University’s commitment to community, integrity, excellence, and respect.
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	UCR-HR has worked with UCR-PD to ensure that language is included in the job description that highlights emphasizes the importance of the University’s principles and values, and misconduct of any sort will not be tolerated.

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1.11	<p>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.</p>	6/30/22	Y	<p>Our safety personnel are committed to professional excellence through the pursuit of lifelong learning. Education and training are at the core of providing quality safety services to the Highlander community.</p> <p>We maintain accreditation by the California Peace Officer Standards and Training (POST). Our police officers have all completed the 960-hour basic police academy, which includes instruction in cultural diversity, people with disabilities, principled policing, mental health crisis, and de-escalation. In addition, this year the officers completed the UC Managing Implicit Bias series, Racial & Identity Profiling Update by POST, and Implicit Bias & Community Policing by SAFE.</p> <p>To further demonstrate transparency with the community, we recently posted a UCR Police & Safety Services Training Guide 2022 on the PD website. This <i>Training Guide</i> is also reference for department personnel to support professional growth and development while ensuring statutory training requirements are maintained pursuant to the California Commission on Peace Officer Standards and Training (POST).</p> <p>Our officers will also complete a full-day training (July 20, 2022) with our VC of DEI and other campus partners to further discuss implications for bias, integration of cultural humility, diversity, etc.</p>
1.13	<p>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</p>	9/30/21	Y	<p>In addition to ongoing participation in campus events, etc., UCR-PD has transitioned community safety officers back to their assigned roles to participate in opportunities for outreach and engagement within the division and across the campus. For example: UCR-PD hosted a community/student engagement event in February 2022 w/ the CARE department.</p>

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	communication, engagement and understanding.			
2.1	<p>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:</p> <p>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.</p> <p>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.</p> <p>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</p>	3/31/22	Y	<p>The vision and implementation plan for the “Student Well-being, Intervention and Follow-up Team – SWIFT” has been shared across the campus, including with cabinet leadership. The framework has been finalized, and we have begun writing job descriptions. We hope to have the positions all filled by the end of Fall 2022.</p>

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	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	The hiring freeze was lifted [12/2021] once a plan was developed, and approved by the Campus Safety committee, and several members of Executive Leadership (including the Chancellor).
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	UCR-PD currently works with the DOS to update the free speech and protests protocols, and provided campus partners with the Robinson-Edley report. The DOS has created a SAMS (Student Affairs Managers) group that takes the lead on protest response, and collaborated with UCR-PD on the creation of a training protocol for the SAMS.
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	N	UCR created a "Restorative Justice" sub-committee to consider ways to bring neighborhood courts and community-based solutions to the campus, as well as the feasibility of that process. Members of the committee include the Riverside County DA, Campus Counsel, UCR-PD Interim Police Chief, Title IX, DOS rep, and Campus RO. Currently, we have a workflow we've shared with our County DA's office. They are reviewing, and will provide feedback. Additionally, the

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	<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>			<p>DA will put together a M.O.U. between their office and UCR once the workflow is finalized.</p> <p>The plan is to pilot the Restorative Justice model by Winter 2023, if not sooner.</p>
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>UCR-PD collaborated with Student Affairs Marketing and Communications to audit the current website and fix broken links, mis-information, etc., and has updated the website to include safety data and other demographic information.</p>
4.1a	<p>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</p>	6/30/22	N	<p>UCR is in the process of recruitment of Accountability Board members, led by the VC for DEI. The board will be comprised of a diverse set of members with various backgrounds, including on-campus and external community members.</p>

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	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		UCR is in the process of recruitment of Accountability Board members, led by the VC for DEI. Once the board roster is set, members will go through a thorough training, specifically to help ensure consistency and impartiality.
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	N	UCR is working with sister UC-campuses to establish a system-wide investigation unit that will provide oversight to all PD-investigations within the UC. Currently, UC Davis is creating a proposal for cost so that each campus can be assessed a fee to pay for the investigation units: one with a focus on northern-campuses and one with a focus on southern-campuses.

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	<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	N	<p>UCR is working with sister UC-campuses to establish a system-wide investigation unit that will provide oversight to all PD-investigations within the UC. Currently, UC Davis is creating a proposal for cost so that each campus can be assessed a fee to pay for the investigation units: one with a focus on northern-campuses and one with a focus on southern-campuses</p>
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	<p>UCR-PD registered on the IACLEA website to formalize the beginning stages of the accreditation process. The accreditation application packet has been received from IACLEA.</p>

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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>	UCR-PD is in the process of hiring and onboarding a Policy & Accreditation Coordinator to manage the on-site assessment.

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