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/0qdr5g61iw7g56vp7hzbt48hcezlk3fk
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: UC Santa Barbara

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	UCSB has established a Police Advisory Board (PAB) with a diverse membership. The list of its members can be found at https://chancellor.ucsb.edu/memos/2019-12-02-police-advisory-board
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	UCSB Responsible Officer has been meeting regularly with Student Affairs, the Police Advisory Board, and UCSB PD to formulate an inclusive approach, which has resulted in the development of a tiered response model.

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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.	9/30/21	Y	Various views mentioned in this guideline have been regularly discussed by the Police Advisory Board and at the quarterly Police Advisory Board Town Hall Meetings attended by campus leadership.
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	All UCPD personnel, both the sworn and the civilian staff, are required to attend an 8-hour state-certified cultural diversity course and an 8-hour implicit bias training.
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	UCSB PD has implemented the policy and the community feedback process in accordance with this action item. The feedback survey can be accessed at: https://docs.google.com/forms/d/e/1FAIpQLSd8cyKfaLKb2Oge1BfIrN-XSkj4A7qYsaEmbOJTWcnjdrY9cA/viewform Additionally, UCSB PD plans to implement a new software (Spidr Tech) to provide additional support, communication, and feedback mechanisms for our community regarding UCSB PD service after upgrading the current aging computer-aided dispatch/records management system (CAD/RMS) to a more robust system that is used by the majority of the UCPDs systemwide.
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	The final analysis of the recent campus climate survey has not been completed, but the UCSB Institutional Research, Planning and Assessment has extracted the portion of the survey data regarding law enforcement, finalized their analysis, and provided the results to UCSB PD, which will utilize it to inform future training and other actions. UCSB PD has also provided this analysis to the Police Advisory Board for review. In collaboration with the campus DEI and the PAB, it has been determined that the analysis report will be published on the PAB website.

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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	UCSB PD has implemented the policy and the community feedback process in accordance with this action item. The feedback survey can be accessed at: https://docs.google.com/forms/d/e/1FAIpQLSd8cyKfaLKb2Oge1BfIrN-XSkj4A7qYsaEmbOJTWcnjdrY9cA/viewform Additionally, UCSB PD plans to implement a new software (Spidr Tech) to provide additional support, communication, and feedback mechanisms for our community regarding UCSB PD service after upgrading the current aging computer-aided dispatch/records management system (CAD/RMS) to a more robust system that is used by the majority of the UCPDs systemwide.
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	UCSB PD has implemented the policy and hiring practice of having community stakeholders, including students, faculty, and staff, serve as panelists on UCSB PD hiring and promotion interview boards. UCSB Police 1000 states, in part: "The Department will include students, faculty and staff, to serve in an advisory capacity in the interview process of police officers and other campus safety personnel it considers for employment."
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	UCSB PD has incorporated community and diversity-related interview questions on its interview panels in both the promotional and the new-hire processes. UCSB PD personnel undergo an extensive background investigation to determine their suitability for employment during their selection process. These background investigations examine various dimensions, including those involving integrity, excellence, accountability, and respect along with behaviors consistent with the University's principles of community. UCSB Policy 1000 states, in part: "Evaluation criteria for candidates in hiring and promotional decisions for UC Police Department safety roles will include behaviors consistent with

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				the University's principles of community and their commitment to integrity, excellence, accountability 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	UCSB PD personnel undergo extensive background investigation prior to being selected for employment. Additionally, UCSB PD complies with the following California Commission on Peace Officer Standards and Training (POST) selection standards and requirements: - Commission Regulations 1950-1955 contain the selection standards for peace officers, including the requirements for conducting peace officer background investigations. - Commission Regulations 1956-1960 contain the selection standards for public safety dispatchers, including the requirements for conducting the public safety dispatcher background investigation. UCSB PD Policy 1000 states, in part: "…the UC Police Department 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."
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	6/30/22	Y	UCPD personnel receives state-certified training on cultural diversity, implicit bias, crisis intervention, employee personal wellness, use of force, domestic violence, sexual violence, hate crimes, and etc. UCPD collaborates with its campus partners and stakeholders, such as DEI, CARE, Title IX, regarding training for its personnel.

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	diversity, anti-bias and sex crimes should be conducted in consultation with campus Diversity, Equity and Inclusion (DEI) offices and Title IX offices, respectively.			
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	UCSB PD continues to outreach to and engage our community. Following is a list of the outreach and community engagement activities that UCSB PD participated in: -Police Advisory Board town hall meetings -APIDA outreach events -Hate crime prevention outreach activities -Deltopia safety outreach -Halloween safety events -Hostile Intruder Trainings -Office of International Students and Scholars Safety events -Intercollegiate Athlete Campus Safety Training -Campus safety training for parents of incoming Freshmen -Orientation Tour Guide Safety Training -Isla Vista Safety Trainings - Student Resource Building Front Desk Workplace Violence/Safety Training -UCSB/IV Community Resources Tours for parent/family weekend -Cycling with the Cops (St. George Youth Center) -Parent Socials -Bike safety outreach -Bicycle Retention Training -Biology TA's Safety Training -Freshman Summer Start Programs -Torch Run for Special Olympics -Clery Education (Gaucho Guardian) -IVCSD/CSO Safety Tents -Isla Vista Restorative Justice Classes

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				-Goleta Valley Community Partners Meetings -Isla Vista Community Services District Meetings -Isla Vista Community Network Meetings -Campus CPTED/Space Assessments -Daily Nexus interviews -Associated Students External Vice President of Local Affairs Meetings -Mental Health Taskforce -Basic Needs Meetings -Isla Vista Coalition for Healthy Communities -Hazing Prevention Coalition
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,	3/31/22	Y	i. The campus and its constituent groups have developed the roles and responsibilities for all functions as well as the various tiers associated with sworn officers, dispatchers, crisis response team members, non-sworn public safety officers, mental health providers, care advocates and other related positions. Two models are being pursued, funding levels assessed, and we anticipate additional dialogue and development in this area in the next 6-12 months. ii. A staffing and budget plan have been assessed and funds are available for use. These funding opportunities will provide at least two sources of funding. The first is the repurposing of two Sworn Officer FTE's or salary within the Police Department that will likely be allocated toward the mental health element of the tiered response plan. Secondarily, our Student Affairs have applied for funding from the Equity in Mental Health Funding Plan to support an additional FTE for the tiered response model. The 24-hour model currently relies upon the partnership with Santa Barbara County Mental Health resources to backfill a portion of the after-hours responses. iii. The functional units will include Student Affairs, UCPD, Student Health Center, Title IX offices and CARE advocates,

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	campuses will consult with county offices to coordinate training, response and continuity of care for mental health services, including 24/7 response teams. 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.			Diversity, Equity and Inclusion offices, Student Affairs Mental Health Task Force, as well as other campus support services.
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 plan described in 2.1 has been submitted and UCSB PD has received the Chancellor's approval to hire based on meeting basic safety needs.
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	The UCSB Police Department complies with Federal laws, State laws and Local laws in response to any protests and is committed to the exercise of free speech as protected by the First Amendment and to upholding the Constitutional rights and freedoms of all people while meeting the responsibilities to maintain a safe and secure campus environment. In addition, UCSB PD follows protest response guidelines, established by the California Commission on Peace Officer Standards and Training (POST) and the University of California Office of the President (UCOP). Additionally, UCSB PD and the UCSB Demonstration Response Team regularly communicate to share information and to collaborate on protest response. UCSB info regarding protests is posted at: https://www.sa.ucsb.edu/election2020/protect-information

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				https://www.police.ucsb.edu/resources/freedom-expression
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. *(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)*	3/31/22	Y	UCSB PD has established a Restorative Justice Program. Info is posted at: https://www.police.ucsb.edu/resources/restorative-justice
3.1	Campuses will post these categories of safety data annually: ● 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)	12/31/21	Y	UCSB PD has posted these categories of safety data on its website.

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	● Calls for service			
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 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.	6/30/22	In-progress	The UCSB Police Advisory Board spent much of the 2021/2022 Academic Year planning to transition to a Police Accountability Board and held a series of meetings to consider options and models, including Accountability Boards on other UC campuses and NACOLE's detailed guidance on the basic principles relevant for robust civilian oversight. To better understand the basis for UC Davis' PAB model, the UCSB Police Advisory Board invited representatives from UC Davis' PAB to its meetings to provide input on their experiences, practices, and policies. Currently, UCSB Police Advisory Board's two co-chairs are transitioning out of PAB. Once the new co-chairs are identified and assume their duties, UCSB Police Advisory Board will continue its progress in transitioning to a Police Accountability Board.
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	In-progress	As part of the planning process of transitioning the UCSB Police Advisory Board to a Police Accountability Board, members of UC Davis' PAB, including their outside legal counsel, presented to UCSB Police Advisory Board on topics involving procedural, statutory and confidentiality requirements associated with being members of a police accountability board. Once the new co-chairs and members of the UCSB Accountability Board are determined, the appropriate training will be provided, and a

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				process to ensure consistent service and impartiality will be implemented.
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 confidentially 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 investigator, unless for cause and authorized. 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	6/30/22	Y	UCSB will be joining the systemwide proposal and implementation of having UC Davis provide the investigatory services outlined in this action item. The findings of the UC Davis Team will be forwarded to the Police Accountability Board and Police Chief for review and final disposition.

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	brought before the accountability body or staff the accountability body.			
4.2b	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.	6/30/22	Y	UCSB is in the process of joining the systemwide proposal and implementation of having UC Davis provide the investigatory services outlined in this action item.
4.4	Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.	12/31/21	Y	UCSB PD's candidacy has been accepted by IACLEA and is currently in the accreditation process.
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	*Not yet due*	

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