

## 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/0qdr5g61iw7g56vp7hzb48hcezk3fk>  
 You may also email it to [julian.ryu@ucop.edu](mailto:julian.ryu@ucop.edu)

This is a cumulative progress report that 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 feel free to convey what is helpful. If you have encountered issues or challenges in implementing any actions, include detail along with any plans to address. Responses will be published on the public-facing community safety website.

**Campus Name: UC Santa Cruz**

### 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	<p>The Campus Safety Community Advisory Board (CAB) is in its second year and brings together community members from across the campus to develop recommendations to improve campus safety. This group advises the Chancellor on safety issues and also exercises significant autonomy in recommending new members, developing non-hierarchical decision-making processes and developing aspects of its charge. All student participants receive a stipend to make participation more accessible. This group is also supported by two staff members in the Office of the Chancellor and has the benefit of working with a dedicated Graduate Student Researcher. The CAB also benefits from being led by two skilled and dedicated co-chairs.</p> <p>Appropriately resourcing this group has been key to more equitable participation. To encourage student participation from historically excluded communities, the charge identifies seats for representatives</p>

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				<p>from student groups that support students from historically excluded groups.</p> <p><a href="#">CAB website</a>  <a href="#">CAB recommendations 2021</a>  <a href="#">CAB recommendations 2022</a>  <a href="#">CAB information and updates on Chancellor website</a></p>
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	<p>We have found that it is very important to have multiple processes for community engagement. The CAB, described above, is an important hub for providing advice on the range of strategies being implemented to support community safety. Important items such as the proposal to develop a Crisis Response Team to support mental health crises on campus are brought to the CAB for consultation along with other campus groups.</p> <p>The campus is currently developing <a href="#">Support Structures for Free Speech and Lawful Protest</a>. This proposal was shared with the entire campus for public comment and direct consultation was requested from <a href="#">a number of campus groups</a>. As we take each step to develop the multi-tiered safety response, we are working to match the appropriate community engagement model with a preference for transparency and multiple modes of engagement including surveys and other anonymous feedback mechanisms. Currently, this plan is under annual review, and we will provide an updated framework for fall 2022.</p> <p><a href="#">Updates on implementation of CAB recommendations</a> presented to CAB, Senate Executive Committee and posted on Chancellor’s website.</p> <p>We are working on a dashboard to easily track the updates for our campus recommendations and the systemwide work that reflects the way feedback has been incorporated and improved plans.</p>

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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	<p>The best example of this work is in the ongoing work of the CAB which has considered a broad range of views and developed a resource library open to the campus to help community members <a href="#">gain knowledge around the variety of issues</a>.</p> <p>This resource library was developed by the Graduate Student Researcher for the CAB and the current website was developed by the Graduate Student Intern who supported the work of the CAB in the summer of 2021. It is again important to resource this work and the UC Santa Cruz approach has been to support graduate student employment and opportunities to create deliverables that both support the safety work of the campus and professionalization for students.</p> <p>As an educational institution, there are many opportunities to extend education around these areas to our leadership and campus community.</p> <p>Developing syllabi and pedagogical tools out of this resource library is a next step our campus is pursuing to further extend the reach of this tool.</p>
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		The campus is coordinating with our Office for Diversity, Equity, and Inclusion to develop training opportunities for safety personnel. Our target date for completion is early 2023.
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	<p>Our long-term practice has been to provide this information verbally and to encourage community members to visit the UCSC PD website should they have concerns or positive feedback to share.</p> <p>Like other UCPDs, UCSC will use <a href="#">SPIDR Tech</a> Questionnaires. Implementation is anticipated by fall 2022.</p>

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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	<p>UCSC conducted a survey in collaboration with the People Lab at UC Berkeley in Winter 2021 on experiences with policing. We received the results in December 2021. Unfortunately, the results from the first survey were badly analyzed, and we do not have access to the raw data.</p> <p>The CAB recommended that this process be moved in-house due to a number of issues that were created by working with an external research lab.</p> <p>In Fall 2021 (before receiving the results of the first survey), our Risk and Safety Services and Institutional Research Offices were charged with recommending a survey tool and cadence in collaboration with the CAB.</p> <p>UCSC is developing an in-house survey to be distributed in winter 2023. The survey questions are being developed in collaboration with the CAB and results will be shared with the campus community publicly when they become available.</p>
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	Like other UCPDs, UCSC will use <a href="#">SPIDR Tech</a> Questionnaires. Implementation is anticipated by fall 2022. The technology will provide community members with a platform for providing feedback.
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	UCSC's PD process already includes community participation and the unit has regularly included faculty and staff in the interview process when hiring UCPD employees. Future plans include creating a broader group to engage in all dispatch and police officer recruitments to ensure students, staff and faculty have the opportunity to serve in an advisory role during hiring searches.

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				UCPD's Chancellor's Undergraduate Intern Program intern is currently working on a project designed to identify and recommend methods for UCPD to better include students in the interview process.
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.	11/30/22	Y	<p>State law requires and has required in depth backgrounds for police employees. These are the general regulatory requirements UCPDs have always followed:</p> <ul style="list-style-type: none"> <li>• <a href="https://post.ca.gov/agency">https://post.ca.gov/agency</a></li> <li>• <a href="https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator">https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator</a></li> </ul> <p>This background process and alignment with UC principles of community are all considered when hiring and promotion processes within the Police Department. We are working with Human Resources, Student Affairs, and other campus stakeholders to develop criteria for promotions and new hires. This process will be implemented in late 2022.</p>
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	<p>State law requires and has required in depth backgrounds for police employees. These are the general regulatory requirements UCPDs have always followed:</p> <p><a href="https://post.ca.gov/agency">https://post.ca.gov/agency</a></p> <p><a href="https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator">https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator</a></p> <p>Due to the confidential nature of the records and information of a police department, the background process takes 4-6 months after selection of a candidate to go into the background investigation.</p>
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;	12/30/22	Y	The campus is coordinating with our Office for Diversity, Equity, and Inclusion to develop training opportunities for safety personnel. The campus is also investigating third party training opportunities currently used by other UC campuses.

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	<p>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>			
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 communication, engagement and understanding.</p>	9/30/21	Y	<p>UCSC PD has participated in events and provided community training including but not limited to active shooter safety, crime prevention, and self-defense. The unit regularly participates in UCSC events such as serving ice cream at Cornucopia, the student organization fair that welcomes students back to campus each quarter. A list of events we have participated in can be found within the Annual Security Report in the section titled “Primary Prevention Programs” for UC Santa Cruz.</p> <p>The <a href="#">UCSC ASR</a> has data for the last 3 years.</p> <p>The Chief of Police has an ex officio role on the Campus Safety Community Advisory Board (CAB) and joins meetings by invitation. In 2022 University Police held two coffee with cops events. The sessions were attended by students, faculty, and staff and provided an opportunity to build positive relationships with the UCSC community.</p>
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</p>	3/31/22	Y	<p>A summary of the <a href="#">UC Santa Cruz Tiered Safety Model is available as a pdf.</a></p>

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	<p>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 offices, and other campus support services providers.</p>			
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	<p>UC Santa Cruz limited hiring during the 2020 year for all campus units through a coordinated process to manage the state budget cut. By Fall 2021, UCPD was able to identify a reduced number of FTEs to support the campus.</p> <p>As part of the tiered system, UC Santa Cruz reduced the size of its Police Department from 32 budgeted sworn officer positions to a minimum of 24 sworn police officers to support the safety of the campus community. This created an envelope within which</p>

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				replacement hires could be conducted if necessary prior to the final submission of the tiered safety plan.
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	<p>The community response to police and protest actions during February 2020 motivated UC Santa Cruz not simply to follow established guidelines but to develop improved support structures for free speech and lawful protest. The full proposal can be viewed on the Chancellor’s website. This proposal has four goals:</p> <ol style="list-style-type: none"> <li>1. Broaden the opportunities for members of our campus community to support and engage with students seeking to make change, including creating specific opportunities for student and faculty engagement.</li> <li>2. Create consistent opportunities for students to be heard both outside of protest events and during protest events.</li> <li>3. Reorient the campus protest response from a largely emergency management framework to a student development framework.</li> <li>4. Improve transparency around roles and responsibilities for protest response.</li> </ol> <p>The proposal was shared for public comment to the entire campus for two months. We will soon release the feedback and share next steps which will include articulating how the feedback has impacted the proposal and timelines for implementation. Currently this plan is under annual review and we will provide an updated framework for fall 2022.</p> <p>Discussions within and recommendations from the CAB (described above) informed this proposal and the CAB continues to be an</p>



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				<p>important site for these ongoing discussions. The CAB made specific recommendations about building mechanisms for students to be heard and collaborated with prior to protests.</p> <p>UC Santa Cruz onboarded a new Vice Chancellor for Student Affairs and Success in May 2022 and will welcome an inaugural Vice Chancellor for Diversity, Equity and Inclusion in September 2022. Input from both of these new leaders is crucial as we take next steps to improve our processes.</p>
2.4	<p>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.</p> <p><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>	3/31/22	Y	<p>The City of Santa Cruz supports the <a href="#">Santa Cruz Neighborhood Courts</a> program. The Office Campus Counsel at UC Santa Cruz has been in dialogue with this program. Currently, UC Santa Cruz students, staff and faculty members volunteer with the program. There are 20 total eligible crimes that can be managed through the program and several UC Santa Cruz students have already had their cases handled through the program.</p> <p>UC Santa Cruz has just had a transition in the Vice Chancellor for Student Affairs and Success role. The Division of Student Affairs and Success is currently assessing student conduct processes with the support of an external review. We expect that use of restorative programs like the neighborhood court will be central to our next steps with this review as well.</p>
3.1	<p>Campuses will post these categories of safety data annually:</p> <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> </ul>	12/31/21	Y	<p>(Crime data, complaint data, Use of Force data)</p> <p>This data is published annually the following January after the calendar year pursuant to state and federal regulations and deadlines. Workforce Summary/Demographics and Calls for Service are on UCSCPD website here: <a href="https://police.ucsc.edu/about/about-us.html">https://police.ucsc.edu/about/about-us.html</a></p> <p>2021-2022 Fiscal Year Budget : \$7,943,354</p>

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	<ul style="list-style-type: none"> <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>			<p>Sworn Officers FTE - 24  Non Sworn Professional FTE - 17  Student Staff - 5</p> <p>Stops (RIPA): State law did not require UCSCPD (based on our agency size) to gather data until calendar year 2022 to report to DOJ in 2023. UCSCPD is currently gathering that data.  <a href="https://post.ca.gov/Racial-and-Identity-Profilng-Act">https://post.ca.gov/Racial-and-Identity-Profilng-Act</a></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 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.</p>	6/30/22	Y	<p>Modeling the UC Davis Police Accountability Board, UC Santa Cruz will introduce a Police Accountability Board (PAB) to campus. The PAB will be chaired by our Assistant Vice Chancellor for Equity &amp; Equal Protection and will include members of the campus community.</p> <p>The campus will be able to report complaints and submit feedback via the <a href="#">PAB website</a> (built, but not currently live pending Phase 2). The site will also include information about PAB, including, but not limited to: meeting minutes, an investigation process overview and outcomes, annual reports.</p> <p>For Phase 1, UC Santa Cruz has signed up for external investigation support from UC Davis for police complaints.</p> <p>For Phase 2, UC Santa Cruz will implement a Police Accountability Board with solicitation of members and training beginning in Fall 2022 and a full campus roll-out of the new resource in Winter 2023.</p>

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4.1b	<p>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.</p>	6/30/22		<p>UC Santa Cruz is researching training provided by the National Association for Civilian Oversight of Law Enforcement (NACOLE). We anticipate these trainings will take place in fall 2022 once the PAB members are fully onboarded.</p>
4.2a	<p>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 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</p>	6/30/22	n/a	

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	investigation of complaints 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	UC Davis has offered to provide investigative services for other UC campuses. UC Santa Cruz has expressed interest in this support. The PAB will work in collaboration with UC Davis to establish an investigation workflow.
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	UCSC initiated the IACLEA application process on December 2, 2021, and the contract was completed in the Spring of 2022.  Risk and Safety Services completed our search for a Clery and IACLEA compliance specialist on July 6, 2022. As of August 15, 2022, the role will report to the AVC for Risk and Safety Services. Once onboarding is completed, the compliance specialist will work with UPD and other campus stakeholders to create a phased timeline to achieve our campus IACLEA accreditation.
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>	

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