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: __Santa Cruz__

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	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.	This group is labor-intensive: our co-chairs hold weekly office hours, have a weekly preparation meeting, host two CAB meetings per month, and manage external requests, consultation requests, and any additional events or engagement opportunities. Again, appropriate and consistent resourcing is crucial for the success of this group or ones like it on other campuses. It can be difficult to recruit new students each year and the fall has been spent developing the group each of the last two years with learning and recommendation work beginning in earnest in the winter and spring. This coming

				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 from student groups that support students from historically excluded groups. • CAB website • CAB recommendations 2021 • CAB charge on Chancellor website	year, we plan to request representatives in spring for the fall quarter to expand the time the CAB has to work together each year.
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	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.	When we launched the Support Structure for Free Speech and Lawful Protest proposal, there was some confusion about which recommendations the proposal fulfilled. It is responsive to a recommendation made by the CAB in the previous year, but not to all of the recommendations. There is so much work going on both at the

| | | | | | The campus is currently developing [Support Structures for Free Speech and Lawful Protest](). This proposal was shared with the entire campus for public comment and direct consultation was requested from [a number of campus groups](). 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. | systemwide and campus level to reimagine safety that it can be difficult for those not actively engaged in the work to differentiate which initiative is which and how community feedback is being implemented. There is also the danger that excessive consultation requests and the slow pace of change in large organizations will reduce community participation over time.

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. |

| 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 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 gain knowledge around the variety of issues.

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 summer 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. | As an educational institution, there are many opportunities to extend education around these areas to our leadership and campus community. 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. |

| 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. | 9/30/2021 | Y | State law requires and has required in depth backgrounds for police employees. These are the general regulatory requirements UCPDs have always followed:

https://post.ca.gov/agency

https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator

This background process and alignment with UC principles of community are all considered when hiring and promotion processes within the Police Department. | N/A |

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	State law requires and has required in depth backgrounds for police employees. These are the general regulatory requirements UCPDs have always followed: https://post.ca.gov/agency https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator 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.	N/A

| 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 | 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. The UCSC ASR has data for the last 3 years.

The Chief of Police has an ex officio role on the Campus Safety Community Advisory Board (CAB) and joins meetings by invitation. | Challenges: Public acceptance and invitations for police presence at campus events are limited and can affect the continued offerings of safety programming.

Considerations: Members of the campus community with negative experiences with police can be triggered by police presence. |

| 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 | The community response to police and protest actions during February 2020 motivated UC Santa Cruz to not simply 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:
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.
2. Create consistent opportunities for students to be heard both outside of protest events and during protest events.
3. Reorient the campus protest response from a largely emergency management framework to a student development framework.
4. Improve transparency around roles and responsibilities for protest response. | It can be difficult to operate with both a current set of structures while the campus analyzes a proposal for new structures.

There have been opportunities to bring resources (particularly water) to students engaging in free speech activities that would not have been available under the old structures. Seeing the response to small changes has helped us to improve the proposal.

Protest is a very difficult issue on the UC Santa Cruz campus given the ability of a small number of protesters to block access to the two campus entrances. These blockages can create significant conflict especially as those who need access most are often those who receive the bulk of their resources (food, healthcare, |

				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. Discussions within and recommendations from the CAB (described above) informed this proposal and the CAB continues to be an 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.	housing) from the campus and do not have other alternatives. Even picketing the campus entrance creates accessibility issues as Metro Busses refuse to cross the picket line leaving those who rely on public transit without access if they cannot walk up a significant hill or find an alternative mode of transportation. As blocking the campus increasingly hurts the most disadvantaged in our community while those whose role and/or privilege allow them to work, learn, and access resources from home are less affected, we hope this becomes a less attractive mechanism of protest and that listening mechanisms created by this proposal and collaboration around improving our campus experience helps to avert or shorten these issues in future.

| 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 | 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.

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 replacement hires could be conducted if necessary prior to the final submission of the tiered safety plan. | Recruiting police officers is very difficult in the current climate and with a smaller envelope, there is less leeway to maintain appropriate staffing when there are retirements, resignations, or illness.

With the increased contagiousness of the most recent COVID-19 variant, our campus is experiencing labor shortages in all areas. This is particularly difficult in areas like the Campus PD where recruitment is already difficult and requires significant time. |

| 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 is already standard practice.

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. | Challenges: Platform for feedback besides the current (and only) option of complaint/commendation.

UCSC is currently considering the platform used by other UCPDs: SPIDR Tech Questionnaires. Implementation requires additional support staff to manage, analyze, and post feedback on the website. Additionally, this service requires initial and yearly fees. |

| 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 | 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. Fair hiring requires that community members commit to participating in the full process with each candidate. | Challenges: With variable schedules, it can be difficult for students to commit to the full process. 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. |

| 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)
· Calls for service | 12/31/2021 | Y | (Crime data, complaint data, Use of Force data)

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:
https://police.ucsc.edu/about/about-us.html

Fiscal Year Budget- pending adequate time/staffing

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. https://post.ca.gov/Racial-and-Identity-Profiling-Act | Challenges: UCSCPD does not have adequate staffing with the skills and experience for website posting and data gathering for more in depth posting of this data. |

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	UCSC initiated the IACLEA application process on December 2, 2021. The contract is currently under campus review. The in-depth background process for the Clery Coordinator and Accreditation Specialist who will provide ongoing support for IACLEA accreditation is also underway. 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.	Challenges: Hiring the IACLEA Specialist will not be until later in the year due to background requirements. Current PD staffing and possible resignations and retirements mean fewer officers with administrative bandwidth and may delay the accreditation process.