

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: San Diego

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>UC San Diego's Community Safety and Security Advisory Committee (CSSAC) is comprised of a broad representation of the UC community and historically marginalized communities. The CSSAC continues to engage in ongoing meetings.</p> <p>The Psychological Emergency Response Team (PERT) committee, Police Accountability Board workgroup, Community Safety Center and Restorative Justice Committee are dedicated to meaningful and legitimate representation of the diversity of the UC San Diego community in its membership.</p>

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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>The Community Safety Center (CSC) is focused on supporting the cultural shift that leverages public health practices, environmental design and connects resources, services, and professionals with community members and the services and programs they are seeking.</p> <p>In collaboration with the Center for Student Involvement and Return to Learn, CSC has engaged over 100 students in a service project to “co-create” safety in university spaces. Collaborative service-learning in support of participatory community safety will continue through the Center.</p> <p>The CSC hired one graduate student leader skilled in Equity, Diversity, and Inclusion community-building practices to support the development and facilitation of student-centered programming.</p> <p>The Psychological Emergency Response Team (PERT) committee, is comprised of a broad cross-section of students, faculty and staff. The committee guides the hiring process of PERT personnel, in support of holistic and inclusive tiered response (See 2.1).</p>
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 CSSAC continues to support the development of campuswide outreach to bring community awareness to the core guidelines of the Community Safety Plan. Student-centered pop-up events continue to be hosted across campus, most recently on May 22, 2022.</p> <p>Initial feedback from community members on what community safety means to them has been will guide future full discussions. In partnership with RMP, Operational Strategic Initiatives will host a series of focus groups to explore the spectrum of views on the history policing and actualizing the future of community safety in a local context.</p>

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				<p>Initial feedback from community members on what community safety means to them has been and will guide future full discussions. In partnership with RMP, Operational Strategic Initiatives will host a series of focus groups to explore the spectrum of views on the history policing and actualizing the future of community safety in a local context.</p> <p>Executive leadership has written messages expressing this as well as direct support for Black Lives Matter and stop the violence against Asians.</p> <p>Conversation on Transformational Policing conducted (partnership between Chancellor's Office, Office of Equity, Diversity and Inclusion (EDI), and RMP) to engage with and hear from campus community was held in January 2021.</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	Y	<p>For police personnel, this training is underway. A commitment to inclusive and respectful service is included in the department's mission and 5-year strategic plan.</p> <p>Training related to inclusive and respectful was completed by way of a 5-part implicit bias training, done in conjunction with EDI, which included respectful service based on having bias awareness. Additional training related to customer service, de-escalation, and interpersonal skills is constantly ongoing.</p>

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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	Police department affiliates have been directed to provide business cards with the information described to each contact (described in sec. 1.5). Software has been acquired to automate this process.
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	Ongoing surveys are conducted through the Vice Chancellor's Office. Survey results are provided to Vice Chancellor Matthews who in turn discusses avenues to review and remedy any issues in service delivery with the chief of police. Per the Police Accountability Board's charge, the board will proactively review PD policies and procedures and provide recommendations to the chief of police for process improvement and gaps in service as they are identified. The PAB will also seek community feedback in open meetings.
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	In Progress	Mentioned in 1.5, software is a platform that enables real-time 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	Presently, students, faculty, and staff are included in interview processes for police department safety personnel hiring. The CSSAC provides feedback on a continuous basis, representing a spectrum of perspectives on campus safety personnel policies and procedures, including hiring. The potential for the Police Accountability Board to be advise in this process is being explored.
1.9	Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors	9/30/21	Y	Behaviors consistent with the University's principles of community are emphasized in safety personnel recruitment and promotional

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	consistent with the University's principles of community and their commitment to integrity, excellence, accountability and respect.			considerations. All RMP job descriptions include a description of the principles and are emphasized in the interview process.
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	The UC San Diego Police Department (PD) has not and 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 diversity, anti-bias and sex crimes should be conducted in consultation with campus Diversity, Equity and Inclusion (DEI) offices and Title IX offices, respectively.	6/30/22	Y	All identified training is provided on a consistent and regular basis to all safety personnel. For police and dispatchers, this is also mandated by the State. DEI offices and Title IX offices will continue to be consulted on opportunities to collaborate to further develop this training.
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	9/30/21	Y	Campus Safety information and updates continue to be provided in a variety of virtual and in-person modalities to a broad community audience. This includes but is not limited to: Town Halls, student forums, auxiliary service providers, Faculty Senate, provosts, student

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	communication, engagement and understanding.			<p>government leadership and administrators, and committees and workgroups.</p> <p>PD also engages in community outreach. The Chief, Acting Lieutenant, and Sergeant have met with various residential staff to discuss quality of life issues from the residential perspective. Additionally, the Chief has met with members of the BSU and LGBTIA+ communities on matters of concern to a variety of campus community groups – this will continue.</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 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,</p>	3/31/22	Y	<p>Student Affairs, Student Health (CAPS), PD and others have collaborated to develop a campus safety tiered response—the Psychological Emergency Response Team (PERT) program.</p> <p>The police department’s public safety dispatchers will work within this tiered response framework to dispatch the “lowest level” safety resource, triaging the calls for service to the appropriate non-police resource (psychological services, Student Affairs Personnel, non-emergency response...) and/or police department personnel as necessary.</p> <p>The PERT hiring committee has conducted an interview process to identify a program manager with preferred subject matter expertise in psychology, working with historically marginalized communities in an educational setting, and field experience in crisis management. A preferred candidate has been hired.</p> <p>UC San Diego community representatives from the groups identified in sec. 1.1 provide continuous feedback on the implementation of PERT and seek opportunities to provide recommendations to further develop the implementation of Holistic and Inclusive Tiered Response.</p>

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	<p>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	<p>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.</p>	10/31/21	Y	<p>UC San Diego PD will hire for the appropriate staff to ensure campus safety. Any hiring will be routed to the Chancellor for approval. No additional sworn FTE have been hired. Resources have been shifted to focus on non-sworn dispatchers, University Safety Officials (USOs) and students. This approach has been discussed with the Chancellor.</p>
2.3	<p>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.</p>	9/30/21	Y	<p>Ambassadors and Student Affairs staff will be the primary personnel assigned to assist in Campus-based, validated peaceful demonstrations. Peaceful demonstrations planned by university students with no external community support shall be managed through Student Affairs and others with a very limited police visible presence whenever practicable. Mutual aid has embraced this approach in the past when situations allowed. This approach will continue to be embraced as the standard approach and deviate only if attempts to manage locally are not enough.</p> <p>PD has followed and will continue to follow established University and campus guidance since the release of the Robinson-Edley report which details the role of police during protests.</p>

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				Information on these protocols are shared at the following sites on mutual aid and free speech .
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>PD Chief met with Student Conduct on October 28, 2021 on progress of the restorative justice program. The Office of Student Conduct has restorative measures in place within the student guidance policies.</p> <p>In collaboration with the office of the Vice Chancellor of Student Affairs and Student Conduct, and the San Diego City Attorney's Office, the police department has sought and obtained a collaboration with the San Diego City Attorney's Office to participate in the Beach Area Community Court program which provides a Restorative Justice option for individuals charged with specific infractions. This program is now in operation</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) 	12/31/21	Y	<p>Crimes Data (Part I and Part II) – posted. Use of Force – posted. Campus Safety Workforce Summary, including demographics – posted. Campus Safety Fiscal Year Budget – posted. Stops (Racial and Identity Profiling Act of 2015 (RIPA) compliant as required by California Law) -- Data collection began as of 10/19/21 in the test system. PD Training has been completed on the new RIPA System. Physical/virtual connection to DOJ was established, and went live on 1/1/22.</p>

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	<ul style="list-style-type: none"> Complaint data and resolution (consistent with California Department of Justice requirement) Calls for service 			<p>Complaint data and resolution (consistent with California Department of Justice requirement) – posted. Calls for service – posted.</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	In Progress	<p>A Police Accountability Board Faculty Chair has been appointed and is spearheading the development of the PAB. An exploratory workgroup comprised of faculty, staff and students has been formed and is representative of a diverse cross-section of the campus community. Nominations for PAB membership are being called for from the campus community.</p> <p>UC San Diego PAB representatives will continue meeting with representatives from peer institutions with existing PABs and subject matter experts to derive best practices to develop PAB processes.</p> <p>Initial findings and guiding documents have been shared by members of the PAB workgroup with graduate, staff and faculty communities who have demonstrated an interest in PAB formation and The CSSAC. The PAB will continuously seek community feedback through regular open meetings.</p> <p>VC RMP is working to evaluate staffing and budgetary support for the PAB. There will also be participation in a system wide Investigation process led by UC Davis .</p>

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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	Police Accountability Board members will be trained in the described policies, procedures and legal requirements of these investigations. Training is being developed in consideration of National Association for Civilian Oversight of Law Enforcement (NACOLE) recommendations and in consultation with subject matter experts specializing in community-engaged accountability structures.
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</p>	6/30/22	In Progress	<p>Presently, independent third-party investigator is being contracted by the Police Department.</p> <p>The Police Accountability Board will transition UC San Diego towards an independent community-involved complaint review. PAB members will be appropriately trained in the processes and legal requirements of this accountability structure, including the handling of sensitive and confidential information.</p> <p>UC Davis will be contracted to process and investigate community complaints and collaborate with the UC San Diego PAB to provide reports for post-investigation review. The UCSD PAB will determine trends and/or recommendations for training and process improvement and conduct community outreach.</p>

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	campus police department will not lead the 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	Currently this is achieved in the absence of an accountability board by the soliciting of the third-party investigation firm mentioned above (4.1a). As described in 4.1a, PAB members shall receive full training in post-investigation review in a timely manner, as outlined.
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	UC San Diego PD submitted the IACLEA application on 10/29/21. Agreement was signed on 11/11/21. IACLEA was paid on 1/13/22. The process to obtain IACLEA accreditation has begun and the police department is actively engaged.
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>	PD has begun this process and the procedures described are underway. This will lead to self-assessment and an ultimate assessment by IACLEA.

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

