UNIVERSITY OF CALIFORNIA

Community Safety: Campus Progress Report

As of January 19, 2023

GUIDANCE FOR COMPLETION

Please complete and submit by February 28, 2023.

You may also email it to the Systemwide Director of Community Safety, jody.stiger@ucop.edu

Given previous progress reports, which are saved and publicly available to the UC community on the UC Community Safety Plan website, this progress report seeks to build upon the achievement of all milestones found in the plan. The progress report aims to foster the continuous improvement of community safety at UC and provide public accountability and transparency towards the goals set forth in the UC Community Safety Plan. The information provided here will underpin the ongoing evaluation and improvement envisioned by the plan. Campuses are invited to provide updates and responses to each prompt within a framework established by the guidelines of the plan. The Office of Systemwide Community Safety invites campuses to provide detailed information, though feel free to convey what is helpful. If campuses have also encountered issues or challenges, please include those, along with plans to address them.

Final reports will be published on the public-facing UC community website.

CAMPUS NAME: UC SAN DIEGO

PROGRESS AND UPDATES

Provide updates on progress and continuous improvement efforts.

Guideline 1 — Community and Service-Driven Safety

All members of the UC community should feel valued, welcomed and free from any threat of physical, psychological or emotional harm. Our campus safety system must reflect the needs and values of a diverse campus community including those vulnerable to harm. Specific strategies and tactics in the campus plans will be shaped by a process that includes broad representation of the campus population and is sensitive to the needs of historically marginalized communities.

The campus safety system will provide high-quality service in a courteous and accessible manner that allows our community to feel safe and respected in every interaction. Interactions will be held to a high standard of respect and fairness and will be monitored. Hiring procedures and guidelines for campus safety personnel will involve participation of a broad representation of campus community groups including students, faculty and staff. This begins a continuous process of evaluation and improvement. Campuses will continually engage their communities and strengthen campus safety practices.

Action 1:1

Please list all organized events, since July 2022, relating to community engagement associated to actions in Guideline 1.

Implementation detail / description of actions taken

UCSDPD (UC San Diego Police Department) recently hosted a *Coffee with a Cop* (1/24/23) event that was well attended and looks to schedule additional events each quarter. UPD personnel have also attended several *Triton Treats* events and community events hosted by campus organizations. Several UPD officers serve as part of the campus LEAD (Leaders for Equity Advancement and Diversity) committee and help to organize events recognizing staff diversity on campus. Several campus partners, including Resident Life, Black Resource Center, and LGBT Center, have expressed reluctance to engage in community engagement events which makes our efforts challenging. As one example, we were going to host a *Coffee with a Cop* event in a residential community and were told, "Well, we have to warn our residents first." We continue to engage with various community groups via Zoom, although they are not all specifically geared toward CSP objectives. Other engagement events with a nexus to tiered response include: Loss prevention events with campus Bookstore, access control overview of goals with campus Lockshop, MTS/Trolley security strategies.

Action 1:2

Provide lessons learned from past community engagement activities and describe how they informed (or will inform) future community engagement.

Implementation detail / description of actions taken

Events attended thus far have been well attended when planning involves multiple entities. Partnering with other campus departments will be the goal for future events.

Action 1:3

Please list future events, planned until June 2023, relating to community engagement associated with actions in Guideline 1.

Implementation detail / description of actions taken

Coffee with a Cop events are planned for each quarter and will focus on student spaces such as the Library and student centers. We will be designating a Community Resource Officer in the near future to provide a single point of the contact for the community and to coordinate department efforts.

Action 1:4

Describe how community input from periodically administrated surveys (Action 1.6) and from the real-time feedback platforms (Action 1.7) are informing decisions about community safety?

Implementation detail / description of actions taken

Community input received thus far has been in the form of the Staff@Work survey which identified areas of input to improve employee performance, retention, and professional development, thereby helping provide better service to the community. Feedback platforms in the form of QR code surveys are handed out by each officer. So far, feedback for sworn personnel has been minimal while feedback for non-sworn security personnel has been more robust. The overwhelming majority of feedback is positive and indicates that staff are performing appropriately. Such feedback is discussed with staff and presented as a model for other employees and is used to determine whether additional training or systems are required.

Action 1:5

Please provide dates that sworn and non-sworn personnel have received or will receive high quality and regulatory training as described in the plan (Action 1.4 and 1.11).

Implementation detail / description of actions taken

Training dates vary widely depending on when staff are on-boarded and when training (through POST) is available. All legacy staff completed diversity training through the UC Learning Center and received 8 courses on implicit bias, discrimination, and ethical values during 2020-2021. Legacy employees are up to date; any new employees are in the process of completing. Specific course training includes: Ethical values and conduct, Managing Implicit Bias (6 courses in all), Preventing Harassment and Discrimination. Most recently hired employees started 1/23 and 3/6 and training is included as part of new employee on-boarding.

Action 1:6

Is there anything else you would like to report progress on related to Guideline 1?

Implementation detail / description of actions taken

Encouraging some of our community partners to engage in conversation would be helpful to ensure engagement is happening from both sides.

Guideline 2 — Holistic, Inclusive and Tiered Response Services

To ensure the safety of the UC community, a tiered response model will match a call for service with the appropriate type of response and responder(s). This holistic approach will include mental health, wellness, basic needs, bias/hate response, law enforcement, emergency response and other services through interdepartmental partnerships and cross-trainings. Multidisciplinary crisis teams will be available 24/7 and triage behavioral health crises, conduct wellness checks, and safely connect individuals to coordinated care, including health and social support resources. Non-sworn security personnel will more visibly render services such as residence hall foot patrols, providing safe shuttles/walks for students, staffing events requiring additional security, and diffusing unsafe behavior.

The University will prioritize deterrence and violent crime prevention over the enforcement of non-violent minor offenses, such as non-hazardous traffic violations. The University will reinforce existing guidelines that minimize police presence at protests, follow de-escalation methods in the event of violence and seek non-urgent mutual aid first from UC campuses before calling outside law enforcement agencies.

Action 2:1

Please provide names of units/teams that carry out the functions of the four tiers of public safety providers.

Implementation detail / description of actions taken

1. Security and Public Safety Services:

Library security; Medical Center Security; University Safety Officials (non-sworn, residential security); Campus Safety Center (through EH&S (Environment, Health & Safety))

2. Student Safety Partners:

Community Safety Officers (through UPD); Student Safety Ambassadors (through Recreation);

3. Mental Health and Student Service Professionals:

Triton CORE Team (Mobile crisis response; launch date March 7th); Student Affairs Monitors (SAMS) Volunteer Staff Members

4. Sworn Peace Officers:

UCSD Police Department

Action 2:2

Please provide the FTE of personnel that carry out functions within each of the four of public safety providers.

Implementation detail / description of actions taken

1. Security and Public Safety Services:

Library Security (10); Medical Center Security (unknown, estimate 120); University Safety Officials (28 authorized, current staffing is 13); Campus Safety Center (2)

2. Student Safety Partners:

Not FTE - Community Service Officers (36); Student Triton Health Ambassadors (30) - Only funded through the end of the academic year. These numbers represent the number of student employees.

3. Mental Health and Student Service Professionals:

Triton CORE (1.5); Student Affairs Monitors (108) – Not FTE

4. Sworn Peace Officers – DOES NOT NEED TO BE REPORTED HERE, INFORMATION CURRENTLY REPORTED AND FOUND ON SYSTEMWIDE COMMUNITY SAFERY DATA DASHBOARDS.

Action 2:3

Please provide the total number of calls for service for each tier of public safety providers.

Implementation detail / description of actions taken

1. Security and Public Safety Services:

Library Security (5-25 calls per day); Medical Center Security (Unknown); University Safety Officials (3,666); Campus Safety Center (Not a response entity)

2. Student Safety Partners:

Community Service Officers (484); Student Safety Ambassadors – Varies widely; program was created during COVID and can be deployed for events such as Welcome Week, but there is no specific tasking for the program)

3. Mental Health and Student Service Professionals:

Triton CORE (Has not launched yet); Student Affairs Monitors (SAMS) varies depending on campus activity; they are deployed for events like protests/demonstrations whose occurrences are unpredictable.

4. Sworn Peace Officers – DOES NOT NEED TO BE REPORTED HERE, INFORMATION CURRENTLY REPORTED AND FOUND ON SYSTEMWIDE COMMUNITY SAFERY DATA DASHBOARDS.

Action 2:4

Please provide the total campus budget for non-sworn tiered response providers (i.e., personnel in security, student services partners, and mental health and professionals).

Implementation detail / description of actions taken

Do not have access to total campus budget.

Action 2:5

Are non-sworn mental health responders and providers available 24 hours, 7 days a week? If not, please provide the days or hours of service.

Implementation detail / description of actions taken

NO. There are no campus-based 24/7 mental health responders. We do have access to a county-wide Psychological Response Team (PERT); however, response is not guaranteed.

Action 2:6

Describe the utilization of restorative justice programs or neighborhood courts for the adjudication of nonviolent and low-level crimes. If your jurisdiction has limited the opportunities for this by formal partnerships, what alternatives are you exploring and implementing internally?

Implementation detail / description of actions taken

We have access to a restorative justice program that is used fairly infrequently (due to low volume of incidents) in cooperation with the San Diego City Attorney's Office and Student Conduct Office. 4 cases sent to Beach Area Community Court from Sept.-Dec 2022.

Action 2:7

Is there anything else you would like to report progress on related to Guideline 2?

Implementation detail / description of actions taken

Systemwide funding for mental health response teams would be beneficial to help support 24/7 operations.

Guideline 3 — Transparency and Continuous Improvement through Data

A systemwide dashboard with campus-level detail will be created and regularly updated to inform and empower the UC community. Based on new systemwide reporting requirements and uniform standards for data collection, this information will be used to assess campus safety practices, generate recommendations for best practices and hold the institution accountable.

Action 3:1

Are you reporting all data described in the UC Community Safety Plan for publication on the Systemwide Data Dashboard. If not, please describe any challenges with data reporting.

Implementation detail / description of actions taken

Yes

Action 3:2

Has campus safety data informed community safety decisions and continuous improvement? If so,

describe how and provide examples.

Implementation detail / description of actions taken

Yes. We have generated heat maps showing areas of higher activity levels and have assigned staff as available in an attempt to address those issues. Periodic review will help guide application of non-sworn positions and provide rationale for expansion of those programs.

Action 3:3

How are you using the Systemwide Data Dashboards as an analytical and comparison tool for continuous improvement?

Implementation detail / description of actions taken

Although data dashboards are reviewed periodically, we do not have the staffing to regularly analyze. While it is good to see trends across the system, activity levels can vary greatly from campus to campus, and may not inform the best response on a given campus.

Action 3:4

Is there anything else you would like to report progress on related to Guideline 3?

Implementation detail / description of actions taken

N/A

Guideline 4 — Accountability and Independent Oversight

Campus complaint processes are essential mechanisms for the community to report misconduct and ensure that officers are acting consistently with rules, policies and the law. A standardized and robust complaint and investigation process will be implemented through police accountability boards.

The Office of President will designate a full-time position in service to the campuses to coordinate campus safety, ensure continuous improvement through best practices and monitor the implementation of the UC Community Safety Plan.

Two UC campuses are currently accredited by IACLEA, the International Association of Campus Law Enforcement Administrators. IACLEA is grounded in President Obama's Task Force on 21st Century Policing and continually evaluates and implements best practices for campus safety as part of its accreditation standards. The remaining eight UC campuses will seek this accreditation. Review and accreditation by independent third-party experts will ensure operational readiness, align policies and procedures with modern professional standards and best practices, promote a strong emphasis on the safety of the public and officers, offer additional community input opportunities, and provide an independent and ongoing audit and review function.

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Action 4:1

Is your Police Accountability Board (PAB) or equivalent committee operational and have trainings been conducted (4.1b)? If not, when is the projected date to be established?

Implementation detail / description of actions taken

UC San Diego is in the process of forming a Police Accountability Board Workgroup (PABW) to assist in the formation of an independent, community-engaged, civilian Police Accountability Board. The workgroup will be comprised of a diverse and inclusive membership representing faculty, staff and students including representatives from the Faculty Senate, Staff Association, Alumni Association, Graduate and Professional Student Association, Associated Students and the Community Resource Centers. Once established, the workgroup will conduct community outreach to advise the Chancellor through the Vice Chancellor – Resource Management & Planning on the development of a full Police Accountability Board within the goal of a 6-month timeframe. In the interim, UC San Diego will utilize the established UC Davis PAB for any filed complaints against the UC San Diego PD.

Action 4:2

Please provide any links to a member roster, by-laws, procedures, and PAB website.

Implementation detail / description of actions taken

http://rmp.ucsd.edu/about/committees/pab.html#Police-Accountability-at-UC-San

Action 4:3

Please describe your progress and status on IACLEA certification.

Implementation detail / description of actions taken

Almost all of the Lexipol manual has been updated since most recent 2013 revision, with 24 of 165 policies left to update. System improvements, including line inspections, panic alarm testing, and early warning intervention are being developed. We are also in the process of collecting proofs for June 2023 deadline.

Action 4:4

Is there anything else you would like to report progress on related to Guideline 4?

Implementation detail / description of actions taken

No further additions.

Other updates

Please provide any other updates or comments associated with the implementation and continuous improvement of the UC Community Safety Plan.