

UC's Community Safety Plan Overview

BACKGROUND

The [UC Community Safety Plan](#) was released in August 2021 and is a living, breathing document, designed as a blueprint for transforming UC's culture, policies and practices to ensure that all members of the community feel welcomed, respected and protected from harm.

Students, faculty, and staff from each campus were involved in two systemwide symposia and the creation of the plan and — working closely with [responsible officers](#) — will be accountable for the continued evolution of community safety. The [Office of Community Safety](#), led by [Jody Stiger](#), is accountable for ensuring that campuses have the support and coordination they need to learn from and improve upon each other's initiatives.

GUIDING PRINCIPLES AND PROGRESS

Community and Service-Driven Safety

Campus safety policies and practices must reflect the needs and values of our diverse community and be in service to them. This fundamental idea is reflected throughout the plan.

For Director of Community Safety Jody Stiger, President Drake captured the central goal of the plan: "People must be safe and feel safe." "I think we all take for granted that we are safe in some situations," Stiger explained. "But if we don't feel safe, that changes everything. We can't focus, we can't get things done and we ultimately don't want to be there."

This context sheds light on the objectives of the [Vehicles, Uniforms and Equipment \(VUE\) workgroup recommendations](#). Through a series of clearly defined and measurable steps, each campus has committed to minimize the militarized appearance of sworn police and raise the visibility of unarmed safety personnel. These actions will allow community members to easily identify and distinguish between sworn police officers tasked with responding to violent crime and safety personnel responsible for mental health support, student services and/or routine security.

To confirm that the system is working as it should, all campuses have programs enabling community members to offer feedback after interactions with public safety personnel and policies ensuring that departments respond promptly and appropriately to feedback.

A Holistic, Inclusive and Tiered Response Model for Safety Services

Safety will be defined in its broadest terms and will include mental health, wellness, basic needs, bias/hate response, as well as other services. Multidisciplinary teams will triage behavioral health crises, conduct wellness checks, and safely connect individuals to coordinated care, including health and social support resources.

UC's new tiered response model is already receiving attention as a [potential model for other universities](#). New and expanded divisions at UC campuses deploy mental health resources for students in crisis, civilian campus safety professionals for incidents that do not require the

intervention of armed police officers and emergency medical technicians for medical needs.

For [James Russell, supervisor for the Campus Mobile Crisis Team at UC Santa Cruz](#), this means working to understand the immediate needs of the person in crisis. “We’ll just sit there in silence if that’s what it takes to get them where they feel more able to deal with the reality about them,” he said. [Oscar Jacques, a campus safety responder with UC Riverside’s police department](#), focuses on building positive, supportive relationships with students and other members of the community. “We’re here because of our students,” he said. “We want to see them get through their school years and graduate and see them succeed.”

At UC Davis, the [Health 34 team](#) is available 24/7 to help with non-emergency situations ranging from minor injuries to panic attacks to food and housing insecurity. “These issues we’re looking to address are interwoven — they’re interconnected,” said [Fire Chief Nate Trauernicht](#). “People’s health is tied directly to their housing security, their food security, their health knowledge, and their knowledge of support and available resources.”

Transparency and Continuous Improvement Through Data

Campuses will collect and publicly share uniform campus safety data on a UC-wide dashboard to empower the UC community and inform change.

Six public, interactive data dashboards were released on July 15, 2022, featuring community safety data for each campus location on [stops](#), [use of force](#), [crimes](#), [calls for service](#), [complaints](#), and [police department budget and workforce](#).

Developed and maintained in collaboration with the [Office of Institutional Research and Academic Planning \(IRAP\)](#), the data dashboards provide open access to timely and accurate information about key indicators of community safety response.

Accountability and Independent Oversight

Independent police accountability boards, comprised of a broad cross-section of the UC community, will provide a robust complaint and investigation process to ensure that officers are acting consistently with rules, policies, and the law.

Establishing independent police accountability boards at each campus is a significant undertaking. The UC Davis police accountability board, among the few of its kind in the nation, is the template that will be replicated for community complaints at the other 9 campuses. Through a signed Memorandum of Understanding, the other campuses will leverage the 9 years of investigative experience of the UC Davis Office of Compliance and Policy to investigate their complaints.

All campuses have begun the process of International Association of Campus Law Enforcement Administrators (IACLEA) accreditation. As of March 31, 2023, two campuses have successfully completed the accreditation process and the remaining campuses anticipate completing the two-year process by the end of 2024. Accreditation for all campuses is an important step to ensure that campuses are exceeding the minimum standards needed for continuous improvement, as audited by a third party.