

**COMMUNITY SAFETY: CAMPUS PROGRESS REPORTS AS OF DECEMBER 31, 2021**

**REPORT UPDATE PART I: ACTIONS THROUGH 12/31/21**

1. Please provide your campus Berkeley
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 following working groups are composed of members representing diverse campus community entities and individuals including students, faculty, and staff:  - Chancellor’s Independent Advisory Board on Police Accountability & Community Safety (IAB)  - Compassionate Crisis Response Advisory  - UCCSP Advisory  - Police Review Board	
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	- Chancellor’s Independent Advisory Board on Police Accountability & Community Safety (IAB)  - Compassionate Crisis Response Advisory	

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	<p>The Chancellor's IAB serves the function of reviewing community complaints for inclusion in their annual report and recommendations for the chancellor and leadership's review and approval.</p> <p>The community is provided an opportunity to comment on the chancellor's response to the IAB recommendations before they are officially approved for implementation.</p>	We are awaiting UCOP's policy for complaints
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	<ul style="list-style-type: none"> <li>- <a href="#">Diversity Statement</a> has been added to the UCPD hiring process</li> <li>- In addition, the community is invited to participate in the hiring process to ensure these behaviors are considered.</li> <li>- <a href="#">Hiring Panel Invitation</a></li> <li>- <a href="#">UCPD Webpage Community Hire Participation</a></li> <li>- <a href="#">UCPD Careers Webpage Community Hire Participation</a></li> </ul>	
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	<p>UCPD Berkeley practice complies with this however it is not codified in any policy.</p> <ul style="list-style-type: none"> <li>- UCBDP follows <a href="#">California Peace Officer Standards and Training (POST) Background Investigation Manual Guidelines</a>.</li> </ul>	- Reviewing <a href="#">U CBPD Policy 1000 Recruitment and Selection</a> to determine relevant updates.

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	<p>UCBPD continues to meet virtually with faculty, students, staff and visitors/Cal parents to share <a href="#">crime prevention awareness and safety information</a>. UCPD also oversees <a href="#">BearWalk night safety services</a>, and provides safety-related videos and advertises outreach events via social media.</p> <p>The campus is exploring whether to develop a Community Academy aimed at educating community members about the internal operations of UCPD. Topics have been defined and are awaiting feedback on proposed topics.</p> <p>Link to the <a href="#">UCPD Services webpage</a> and <a href="#">CSO BearWalk Program</a>.</p> <p>UCBPD collects <a href="#">survey feedback</a> from its safety presentations.</p>	UCPD doesn't currently have the staffing to stand up the Community Academy. In addition, outreach efforts have not garnered needed student input. The UCPD Community Engagement Unit will be requesting support from this year's IAB to finalize the curriculum and launch the training when staffing allows. UCPD lacks resources to staff the Community Engagement Unit, but the work is being continued by a variety of officers in UCPD.
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	IN PROGRESS	<p>Campus events policy lead contacts for the IAB and UCCSP and will work with UCPD to determine where opportunities to streamline and improve <a href="#">events policy</a> in coordination with other campus departments (OGC, Risk, PRT, Student Government, and Student Affairs)</p> <p>Event Policy changes have been drafted for review and comment by the IAB. We anticipate a response from the IAB before June for finalizing.</p> <p>UCPD has published a list of weapons on its webpage <a href="#">UCPD FAQ \ UCPD FAQ Weapons List</a></p> <p>A campus Emergency Crisis Management Response Team (ECMRT, formerly known as PRT) webpage is forthcoming.</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.	10/31/2021	Y	- UCB Chancellor Christ has made an exception to allow UCBPD to continue hiring to replace (6) Officer vacancies, as well as Security Patrol Officer and Public Safety Dispatcher vacancies.	
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	IN PROGRESS	UCBPD is using SpidrTech automated surveys for reporting parties and victims to collect feedback on calls for service; UCBPD is developing a QR code that links to UCBPD website to collect traffic stop survey data	The SPIDRTech surveys for calls for service have been rolled out but are currently on pause while we address some concerns raised by the FUPOA officers union.
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	Members of the campus community have been invited to participate in the hiring process for officers. It is UCPD's practice to include the community in decisions about promotions and the department is in the process of extending it to include all new hires. <a href="#">Hiring Panel Invitation</a>  <a href="#">UCPD Webpage Community Hire Participation</a>  <a href="#">UCPD Careers Webpage Community Hire Participation</a>	

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> <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>	12/31/2021	IN PROGRESS	<ul style="list-style-type: none"> <li>- UCBPD provided Crime Data, calls for service and workforce demographics to UCOP.</li> <li>- UCBPD is collecting/reporting stop data as part of RIPA requirements, effective January 1, 2022.</li> <li>- <a href="#">Complaint data and resolution</a></li> </ul>	
4.4	<p>Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.</p>	12/31/2021	Y	<p>UCBPD has started the accreditation process, beginning with the revised <a href="#">policy manual</a>. UCBPD enrolled in the accreditation process in September '21.</p>	<p>UCBPD lacks resources needed to move forward with accreditation.</p>