

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 UCR
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 Provost has established a roster of committee members including students, faculty, staff, and community members focused on Campus Safety.	N/A
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	The Provost leads a Campus Safety Committee that has been providing input and advising on the implementation of various strategies.	N/A
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	UCR has a campus-specific committee that published a report on campus safety, which specifically discusses the history of policing, and the impact that it has had on marginalized communities, in particular. We will continue to look for ways to integrate this information through ongoing conversations, trainings, community engagement.	N/A
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	UCR-HR has worked with UCR-PD to ensure that language is included in the job description that highlights the prioritization of the University's commitment to community, integrity, excellence, and respect. <i>Language will also be reflected in the interview evaluation form to ensure all candidates will be rated on their experience and alignment to values that match the University's principles.</i>	N/A

#	Action	Milestone Date	Milestone Met? (Y/N)	Description of Action Taken through December 31, 2021	Risks, Challenges, Issues, Considerations
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	UCR-HR has worked with UCR-PD to ensure that language is included in the job description that highlights the importance of the University's principles and values, and misconduct of any sort will not be tolerated. Subsequently, the University has always been (and continues to be) dedicated to bringing in officers without sustained findings of misconduct of any kind, and who hold values consistent with the University's principles and values.	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	In addition to ongoing participation in campus events, etc., UCR-PD has transitioned community safety officers back to their assigned roles to participate in opportunities for outreach and engagement within the division and across the campus. For example: UCR-PD will also be hosting a community/student engagement event in February 2022 w/ the CARE department.	N/A

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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	UCR-PD is currently working with the DOS to update the free speech and protests protocols, and has provided campus partners with the Robinson-Edley report. The DOS has created a SAMS (Student Affairs Monitors) group that will take the lead on protest response, and will collaborate with UCR-PD on the creation of a training protocol for the SAMS. <i>CERT guidelines will be updated to show changes in policy, and ongoing updates related to the SAMS training protocol. The timeline to communicate these updates to campus is tentatively Spring 2022.</i>	N/A
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	The hiring freeze was partially lifted [12/2021] once a plan was developed, and approved by the Campus Safety committee, and several members of Executive Leadership (including the Chancellor). Currently, 4 vacant positions have been approved for recruitment, with future recruitments in review.	N/A
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	N	UCR-PD worked with other UCPDs across the system to incorporate the same policy that was approved by FUPOA. UCR-PD Chief is working on a general order to implement the policy at UCR-PD, and we are currently working on a mock-up of the survey card for FUPOA to review.	N/A

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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	N	UDR-PD is working with HR to formalize the procedure for selecting the community interview panel, with the anticipating of having the policy fully implemented by Jan. 2022.	N/A
3.1	Campuses will post these categories of safety data annually: <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) • Complaint data and resolution (consistent with California Department of Justice requirement) • Calls for service 	12/31/2021	N	UCR-PD is working with Student Affairs Marketing and Communications to audit the current website and fix broken links, misinformation, etc., and looking at several examples of how the safety data can be displayed on the website set up.	N/A

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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	UCR-PD registered on the IACLEA website to formalize the beginning stages of the accreditation process. The accreditation application packet was received from IACLEA 12/15/2021.	N/A