

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: San Diego

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	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 committee was reconstituted from the Safety and Security Advisory Committee and has been engaging in ongoing meetings since April 2019.	
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 Community Safety Center (CSC) builds upon the Campus Safety Plan which embraces neighborhood- and community-based safety models, where all campus community members share in the responsibility of maintaining a safe and supportive environment. The 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 need. Additionally, there will be four (4) listening sessions starting in January, a partnership between the Office of Strategic Initiatives (OSI) and Resource Management and Planning (RMP), to engage with the campus community.	Due to the omicron variant of SARS-CoV-2, UC San Diego's Chancellor has issued a requirement for all campus in-person activities and gatherings be moved to remote modalities or be rescheduled until January 18, 2022. The COVID-19 situation continues to be monitored and considered while making plans to engage the campus community—the rapidly changing situation may delay or postpone these plans.

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>Campus CSSAC will assist in developing campus wide outreach. Student focused pop-up events shall be implemented to gauge campus community safety concerns. Outreach containing this sentiment shall be continued.</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> <p>RMP is partnering with OSI to host four (4) listening sessions with various groups, including all EDI Resource Centers members, faculty, staff and students. RMP also has plans to host a Safety Pop-up January 19, 2022 which will share the Safety Plan and also survey attendees on physical, emotional and psychological safety - where they feel safe/unsafe and ideas to improve.</p>	Due to the omicron variant of SARS-CoV-2, UC San Diego's Chancellor has issued a requirement for all campus in-person activities and gatherings be moved to remote modalities or be rescheduled until January 18, 2022. The COVID-19 situation continues to be monitored and considered while making plans to engage the campus community—the rapidly changing situation may delay or postpone these plans.
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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	<p>With regard to campus safety roles, current practice includes the principles of community in interviews as well as incorporating those criteria in the background investigation process for recruitments - emphasis will be applied on an ongoing basis. Behaviors consistent with the University's principles of community are also emphasized in promotional consideration, as is the current practice.</p> <p>For new recruitments, RMP has begun to include information on the UC San Diego Principles of Community on all job postings with the following statement: To foster the best possible working and learning environment, all staff at UC San Diego strive to cultivate a rich and diverse academic environment, inclusive of students, faculty, staff and visitors of varying social, economic, cultural and ethnic backgrounds, and those with disabilities. For more information, please visit UC San Diego Principles of Community.</p> <p>For new recruitments RMP will incorporate the following question in the interview process: "UC San Diego strives to cultivate a rich and diverse academic environment, inclusive of students, faculty, staff and</p>	
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				visitors of varying social, economic, cultural and ethnic backgrounds, and those with disabilities. Provide an example that demonstrates your commitment to integrity, excellence, accountability and respect."	
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	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.	
1.13	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	Much of this already exists and has for years. Presentations to the campus community continues with campus safety information and updates being provided at student forums, Housing and Dining meetings, Pop-ups pre- and post-COVID, Town Hall meetings (30+ Town Hall presentations in the past 2 years), presentations to Faculty Senate leadership and student government leaders, Cabinet members, Provosts, Academic Council, web-based presentations, social media and targeted video	"Coffee with a Cop" is currently on hold. Other options are being explored. Due to the omicron variant of SARS-CoV-2, UC San Diego's Chancellor has issued a requirement for all campus in-person activities and gatherings be moved to remote modalities or be

				<p>presentations of the RMP VC area featuring all departments, what they are responsible for including pictures of our diverse staff including Campus Safety and Police programs.</p> <p>Campus safety personnel continue to participate and engage with the campus community. For example, the Chief of Police engages regularly with Community Safety and Security Committee (CSSAC) and with Inclusion, Diversity, Equity and Action (IDEA) Work group at their respective meetings. PD also engages in "Coffee with a Cop" community outreach. The most recent outreach was conducted on 3/20/21 (with 4 PD staff). The Campus Transformation Project Manager is working with the UC San Diego PD Chief and Sergeant on hosting a Pop-up the first week of Winter quarter 2022.</p>	<p>rescheduled until January 18, 2022. The COVID-19 situation continues to be monitored and considered while making plans to engage the campus community (campus special events, Pop-ups, etc.)—the rapidly changing situation may delay or postpone these plans.</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>	9/30/2021	Y	<p>Peaceful demonstrations planned by our 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>The primary focus of Sworn Officer use is to protect life and limited injury of participants. Non-sworn security, Ambassadors and Student Affairs staff will be the primary personnel assigned to assist in Campus based and validated peaceful demonstrations. PD has followed and will continue to follow established University and campus guidance since the release of the Robinson Edley report which expresses the role of police during protests.</p> <p>Information on these protocols are shared at the following sites on mutual aid and free speech.</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>	10/31/2021	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.</p> <p>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>	
1.5	<p>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</p>	12/31/2021	Y (Completed 12/15/2021)	<p>PD training for Standard Traffic Stops (how to respond) took place December 2021. All PD safety service providers—University Safety Officials (USOs), Community Safety Officers (CSOs), and sworn Police Officers—possess business cards on which they provide their name, case # (reason), and</p>	

	the conclusion of their contact, will confirm how feedback can be sent.			<p>phone number for which individuals can provide feedback. All safety service providers are to provide business cards to “all” contacts, prior to the conclusion of their contact.</p> <p>Additionally, PD ordered and has received a software application (SPIDR Tech) to integrate with the PD computer aided dispatch that will capture all the information and automatically send the contact a survey based on information they provide to PD. Currently, coordinating the installation of the software for implementation.</p>	
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	UC San Diego PD currently seeks representation from students (graduate/undergraduate), faculty, and staff for interviews of police officers and other police department personnel.	
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 	12/31/2021	Y (Stops completed 1/1/22; all others completed by 12/31/21)	<ul style="list-style-type: none"> • 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. 	

	<ul style="list-style-type: none"> • 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 			<ul style="list-style-type: none"> • 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. • Complaint data and resolution (consistent with California Department of Justice requirement) – posted. • Calls for service – posted. 	
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	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. Preparing for the initial "Self-Assessment."	