

## Campus Safety Workgroup Meeting

October 11<sup>th</sup>, 2021

### Attendance

**Present:** Liz Watkins, Denise Woods, Julia McLean, Jamie Lopez, Elizabeth Romero, George Williams, Marko Princevac, Nancy Jean Tubbs, Jennifer Hung, Michael Cabral, Alex Cortez, erin rook, Elaine Wong, Nichi Yes, Pamela Rivera, John Freese

**Absent:** Andrew Williams, Jennifer Winfield, Matthew Chang, Regina Stell, Boris Maciejovsky

### Agenda in Brief

**Welcome** (Liz Watkins)

*New Members & Student Participation  
Meeting Minute Approval*

**Health, Well-Being, and Safety** (Denise Woods)

*Introduction  
Presentation  
Discussion  
Consensus*

**Closing**

### Meeting Minutes

**Welcome** (*Liz Watkins*)

*New members*

Welcome Interim Police Chief John Freese. We are still working on inviting new student members, hope to have them join us at next meeting.

*Meeting minute approval*

Email Julia by end of day if you have any corrections.

**Health, Well-Being, and Safety Recommendations** (*AVC Denise Woods*)

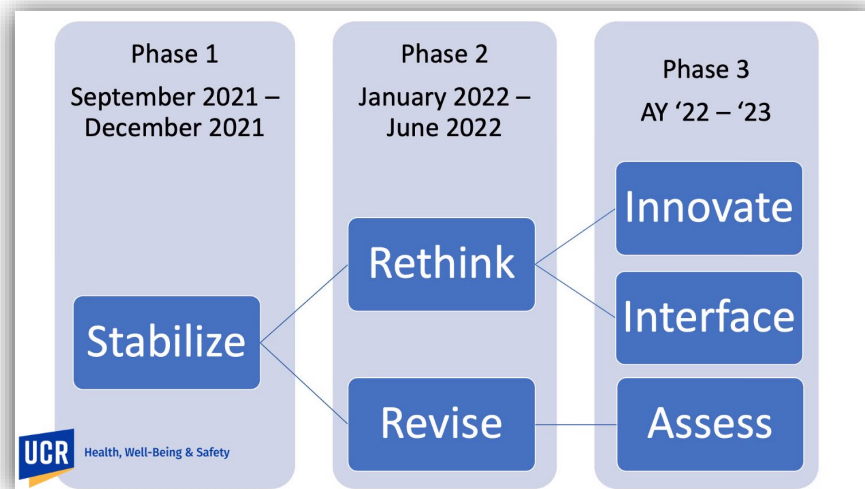
*Introduction (Provost Watkins)*

Today we are asking for consensus on which of the proposals that Denise and her team have shared so that they can move forward. There are no models for combining these 8 departments, and we don't want the decisions we make about organizations to be top-down. We want broad participation and consensus. As we move forward, Denise will present the leadership team's decisions/plans, and this group will discuss and decide on formal recommendations on how to move ahead.

*Presentation (AVC Woods)*

There are three phases (see figure):

1. Sept 2021 – December 2021: Stabilize
2. January 2022 – June 2022: Rethink and Revise
3. AY '22 – AY '23: Innovate, Interface, and Assess



- We are currently in Phase 1
- The proposed divisional org chart is presented. Instead of 8 departments reporting directly up, there would be an Executive Director covering Basic Needs, The Well, SDRC, CARE, and Healthy Campus. We are also adding the Student Intervention and Response Unit (SIRU) and adding a Policy Analyst.

#### Discussion

- Are we changing Police Chief to Director of Police? Will this impact attendance at community meetings?
  - That will be Phase 2.
- How big are/will be the units:
  - SHS 60-70, CAPS 25-30, UCPD 26 Officers but 40-50 total, HWS 35, BN 6-7, Well 6-7, SDRC 12-15, CARE 5-6, Healthy Campus 0
- Could SDRC be organized with the Ethnic and Gender Centers? The programs are already speaking about those intersections between identity and experience. There is a programming piece which is separate from the accommodations piece. Berkeley has a model with both. However, SDRC is generally not housed with identity and cultural centers. They have wrap-around services, but that does not preclude vibrant cross-unit programming.
  - Reminder that this org chart is to help organize things for staff and is not necessarily how students will experience the services.
- Hayden Harris in VCSA will help create our own survey to get a feel for expectations for policing and campus safety strategies.
- Thoughts on approving two officer hires?
  - 72.5% of incidents did not need sworn officers. Things like fire alarms, false alarms, medical aid, building checks, etc. SIRU – Student Intervention Unit. Non-sworn response department that would be able to respond or help students after hours and during the day. There would be a director, case managers. After hours supervisors. But, this service will still take a while to bring up.

- The student to officer ratio has gone way down; UCPD has 5 retirements and is asking for two. Feels 2 is the bare minimum to provide adequate safety for the campus.
- It takes 6-12 months or longer to bring on new sworn officers.
- If we are expecting 5 and it might take more like 12-18 months to bring on new hires, is two enough?
- Will these new officers be brought on through a different and more intentional hiring process?
- Framework for SIRU unit:
  - Please change SS to another acronym.
  - Consider also changing the title from officer to something like responder, liaison, safety aid, advocate, advisor, assistant, etc.
  - Psychology/CAPS and relationship with SIRU
    - Who can write holds? Etc. Would we be allowed to do that on campus, that would change processes.
    - We're talking about the models used in the county and if that is something that we can do on campus.
    - Put someone under the after-hours supervisory can someone do that behavioral assessment.
  - What does that role look like? They would not be stationed, but nearby, patrolling, intervening in conflict management etc. Would be more visible within the heart of the campus; something along the lines of a security officer.
  - Diversity piece: having folks on the hiring committee and hired into these positions that embody the diversity on our campus.

#### *Consensus*

- Aligning the departments (Approved)
- Hiring the Executive Director and Police Analyst (Approved)
- Hire 2 non-sworn support staff for UCPD – dispatcher and records keeper (Approved)
- Finalizing framework for SIRU unit (Approved, pending name changes)
- All-campus Policing Survey (Approved to pause on the Berkeley Survey, go UCR route)
- Hire 2 sworn patrol officers for UCPD (Tabled – let's take some time and come back to this)

#### **Closing**

Thank you all for your discussion, questions, and consensus.

Discuss the policing item with your constituents and come back with feedback.

**Next meeting:** Monday, October 25<sup>th</sup>