

WEBVTT

1

00:00:00.000 --> 00:00:10.189

UCR: Good afternoon, everyone. Thank you for joining us. I know some of you are logging on virtually right now, so i'm just gonna give you another minute or so to log on and connect to your audio, and then we'll get started

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00:00:30.440 --> 00:00:47.600

UCR: all right. Why, don't we get started? So good afternoon, everyone. Uh thank you for taking the time to participate in today's Vision Seminar for Ucr's next Director of Campus Safety Services. Um, I am Tony Adams, Director of human resources, and I am supporting this search.

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00:00:47.610 --> 00:00:57.260

UCR: We are pleased to welcome Jeffrey Talbot. Jeff is currently the Associate Vice President for Public safety and emergency management at the University of Redlands.

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00:00:57.270 --> 00:01:15.149

UCR: Previous to his role at the University of Redlands, Jeff served as the chief of California Highway Patrol. He received his bachelor of science and masters in business administration from the California Coast University. Please be advised that we have provided Jeff with a prompt for the vision seminar.

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00:01:15.160 --> 00:01:34.700

UCR: He will spend about twenty minutes discussing the following topics, the opportunities and challenges facing, policing over the next several years the specific opportunities and challenges he sees at Uc. Riverside and his vision for Uc. Uh Riverside Police Department, and how he would work towards achieving that goal.

6

00:01:35.140 --> 00:01:43.799

UCR: We'll then open up the session for any questions that you all may have. So if you're joining us in person, just raise your hand, and one of our team members will come to you, if

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00:01:45.620 --> 00:01:54.149

UCR: please. Uh submit your question via the Q. A. Feature, and we will get to your question as well. Uh So with that i'm going to hand it over to Jeff.

8

00:01:55.190 --> 00:01:56.200

UCR: Thank you, Tanya,

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00:01:56.840 --> 00:01:58.680

UCR: hopefully. Everyone can hear me. Well,

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00:01:59.400 --> 00:02:09.240

UCR: well, thank you for being here. It means a lot to me to to have an audience here. I I hate to speak to an empty room, and and thanks for those who are joining virtually as well. I

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00:02:09.320 --> 00:02:11.160

UCR: before I get into

12

00:02:11.480 --> 00:02:13.589

UCR: or too far into my slides.

13

00:02:16.270 --> 00:02:17.249

There we go.

14

00:02:18.980 --> 00:02:22.529

UCR: I wanted to just talk just just a little bit about

15

00:02:23.250 --> 00:02:28.629

UCR: my experience in policing when I got into this profession. Many years ago I

16

00:02:29.220 --> 00:02:37.769

UCR: I did so because I felt a calling calling to serve my community and to give back and to respond when people called for help

17

00:02:39.040 --> 00:02:47.200

UCR: back then. I never envisioned that there would be a time when the community that we serve would not trust law enforcement,

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00:02:47.280 --> 00:02:54.510

UCR: that we would lose some of the respect, or or maybe a great deal of respect from those that we were serving.

19

00:02:55.160 --> 00:03:03.790

UCR: But after a few years of working in law enforcement, I started to see some practices, not not necessarily from my agency, but from

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00:03:03.930 --> 00:03:16.360

UCR: some of the other police agencies. I worked in some communities that were primarily marginalized uh populations, and I saw some tactics and some um

21

00:03:16.710 --> 00:03:27.790

UCR: some values that didn't align with what I felt was proper. I didn't feel that the communities that I was working in were receiving the type of police service that they truly

22

00:03:27.810 --> 00:03:31.810

UCR: deserved what they truly needed and wanted.

23

00:03:32.410 --> 00:03:39.290

UCR: So I felt the best way that I can make a difference was to promote and and increase my sphere of influence. Uh,

24

00:03:39.770 --> 00:03:42.150

UCR: yeah, in the policing industry.

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00:03:42.460 --> 00:03:59.039

UCR: And so, as I did that when I promoted to Sergeant I I had that much more influence over the officers who worked for me on my shift when I promoted to Lieutenant, then as a watch commander. I had more influence over multiple people when I became a commander. Then I had a an entire

26

00:03:59.050 --> 00:04:09.300

UCR: Uh division of of the California high patrol that I could in part my vision and my goals and my my views on how policing should be done.

27

00:04:12.830 --> 00:04:15.339

UCR: But along that line on

28

00:04:15.920 --> 00:04:23.890

UCR: March third of one thousand nine hundred and ninety-one, and I remember that day very well, because that was eight years after I graduated from the California Highway Patrol Academy.

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00:04:25.220 --> 00:04:28.079

UCR: I, along with the rest of the nation, witnessed

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00:04:28.210 --> 00:04:33.580

UCR: an act of police brutality on Tv as a man named Rodney King

31

00:04:33.720 --> 00:04:40.250

UCR: was beat by four Los Angeles police officers with the the Supervisor present,

32

00:04:40.540 --> 00:04:44.680

UCR: and this was a man who was pulled over for a dui and speeding,

33

00:04:44.800 --> 00:04:46.369

UCR: and he was

34

00:04:46.410 --> 00:04:54.739

UCR: be to within an inch of his life as he tried to just get up and get away from the officers who were who were importing, or

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00:04:54.780 --> 00:04:57.750

UCR: or uh delivering that that meeting to him,

36

00:04:58.010 --> 00:05:01.880

UCR: and at that time I thought that I had just witnessed

37

00:05:02.320 --> 00:05:07.450

UCR: the most brutal act that any individual could deliver on another human being,

38

00:05:07.500 --> 00:05:09.559

UCR: let alone people in uniform.

39

00:05:11.400 --> 00:05:15.579

UCR: But I was wrong, and things over. The years would continue to get worse

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00:05:19.080 --> 00:05:30.890

UCR: so fast. Forward. Uh, you know, there were many other instances where we're policing, violated the trust of the community, and lost the respect and lost legitimacy with with the communities that we serve.

41

00:05:32.680 --> 00:05:51.159

UCR: We had, uh Freddie Gray, in Baltimore, who was handcuffed and placed in a police van, and they gave him what they called a rough ride to the police station, where he's unrestrained in the vehicle, and they make quick starts and stops and turns. And uh, Freddie Gray died from a severed uh

42

00:05:51.210 --> 00:05:57.480

UCR: spinal cord. Uh From that ride that he got from police officers who are there to protect him.

43

00:05:57.920 --> 00:06:01.679

UCR: There were others uh Michael Brown um

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00:06:03.170 --> 00:06:05.989

UCR: killed killed by police. Um!

45

00:06:06.020 --> 00:06:14.010

UCR: So pass forward thirty years from the Rodney King incident, and we arrive in Minneapolis, where a man

46

00:06:14.250 --> 00:06:17.299

UCR: named George Floyd was brutally murdered

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00:06:17.450 --> 00:06:23.189

UCR: in front of all of us on social media in front of us, on the meet, on the news

48

00:06:23.570 --> 00:06:26.449

UCR: by a uniform police officer,

49

00:06:27.230 --> 00:06:37.710

UCR: and that officer knelt on George Floyd's neck while he pleaded for his life, and there were other police officers who stood by and did nothing to assist.

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00:06:38.370 --> 00:06:48.640

UCR: So I understand. I understand why the community has a distrust for law enforcement. Granted, These are individual officers who are carrying out these acts,

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00:06:49.150 --> 00:06:52.450

UCR: these aren't your police department here at Uc. Riverside.

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00:06:52.630 --> 00:07:08.750

UCR: I'm. Not aware of any incidents here at Uc. Riverside that that would cause that concern. Um, However, we're all painted with the same the same brush that there is a lack of trust, a lack of respect and a lack of feelings of legitimacy from our police department.

53

00:07:09.610 --> 00:07:12.240
UCR: So we do have to change.

54

00:07:12.380 --> 00:07:14.650
UCR: You know we have to do things differently,

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00:07:15.070 --> 00:07:18.430
UCR: and that's what i'm going to talk about in in these next slides.

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00:07:19.780 --> 00:07:30.010
UCR: When I was researching and and putting these slides together, I came across this image on the Internet. And this had particular meaning to me,

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00:07:30.070 --> 00:07:36.330
UCR: because I remember when I was a kid growing up here in Riverside, I was born and raised here, still live here.

58

00:07:36.820 --> 00:07:48.130
UCR: I remember this area when I was about ten years old. I remember playing on this lawn while my mom went into the Rivera Library. It's called something different then. I think it was just called the main library here,

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00:07:48.230 --> 00:07:49.100
UCR: but

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00:07:49.230 --> 00:07:57.079
UCR: I have always had a strong connection with Ucr. I've been on this campus many times for fundraising activities

61

00:07:57.220 --> 00:08:03.350
UCR: here when when my family was was studying at the library. Ucr means a lot to me,

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00:08:05.790 --> 00:08:11.990
UCR: anyway, uh to get to the questions, the challenges and opportunities facing policing over the next several years

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00:08:13.110 --> 00:08:23.960
UCR: erez Agmoni. Some of the challenges are practices being out of alignment with the community needs, and by having that a loss of the public trust and a fear of the policing, but for everyone

64

00:08:24.370 --> 00:08:25.739

UCR: sorry, wrong button,

65

00:08:27.710 --> 00:08:34.580

UCR: but for every challenge that's out there. I I always see an opportunity. I always like to see the glasses half full instead of half empty,

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00:08:34.980 --> 00:08:43.189

UCR: so the channel or the opportunity that goes along with this loss of public trust and fear of police is collaboration and shared vision,

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00:08:43.419 --> 00:08:55.199

UCR: genuine community policing and a guardianship uh attitude towards what we're doing. Not a wider attitude, but a guardian attitude. We're there to protect. We're not there to to take over

68

00:08:56.990 --> 00:09:04.580

UCR: what we what we have. Well, i'll get into that with the Ucr. But outdated policies and practices we have sorry

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00:09:06.780 --> 00:09:17.200

UCR: we have to establish new standards. We have to to deliver what the community is looking for, and policies that may have been written many, many years ago may not be the same policies that we need today.

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00:09:17.320 --> 00:09:20.230

UCR: So policing has to take a look at that.

71

00:09:20.960 --> 00:09:22.879

UCR: A lack of transparency.

72

00:09:24.370 --> 00:09:28.649

UCR: We have to put our information out there for public consumption,

73

00:09:28.880 --> 00:09:39.080

UCR: doing anything other than that sends a message that we may be trying to hide something. So let's put our data out there. I know that here at the Uc. System

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00:09:39.180 --> 00:09:53.160

UCR: there is now a data dashboard that that's available for for public view of the type of contacts that are being done uh use of force uh arrests, complaints that type of thing. It's all freedom of information,

75

00:09:54.480 --> 00:09:56.370

UCR: absence of accountability

76

00:09:56.410 --> 00:10:09.339

UCR: uh something that's that's new to the system is police accountability boards. I know that you see, riverside is in the process of establishing a police accountability Board. Uh, I believe some of the other

77

00:10:09.410 --> 00:10:23.509

UCR: universities in the system, like you see, Davis has already done that, and that Uh Uc. Riverside would model the success that you see Davis has had with that, but it's It's giving an outside perspective, looking at

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00:10:23.610 --> 00:10:25.849

UCR: what's going on within the police department.

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00:10:26.430 --> 00:10:41.249

UCR: When people file complaints against the police department, they don't have full trust that the police can police themselves. So by bringing in a a public or a police accountability board. You have an independent oversight,

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00:10:42.820 --> 00:10:55.429

UCR: balancing diversity, something that that should have been done for years, but our hiring practices have to support the police department, looking like the community that's serving. Uh, we have to be

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00:10:55.620 --> 00:10:59.209

UCR: in line with our community needs. Our community wants

82

00:11:00.160 --> 00:11:10.989

UCR: mental health issues uh something that's very real. Um, especially on a college campus. I work at the University of Redlands. We have, uh, many, many uh mental health issues

83

00:11:11.160 --> 00:11:16.439

UCR: and what you're doing, what you're looking at doing here with the holistic tiered model

84

00:11:16.490 --> 00:11:19.720

UCR: sending the appropriate resource to

85

00:11:21.380 --> 00:11:22.900

UCR: the appropriate call

86

00:11:22.920 --> 00:11:33.160

UCR: uh an armed uniform police officer may not be the best resource to send to someone who is in mental health crisis that may just escalate a situation.

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00:11:33.450 --> 00:11:39.850

UCR: So what the police department here is looking at doing is is uh tailoring the the response with the call.

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00:11:41.210 --> 00:11:53.900

UCR: Physical constraints. Nobody ever has enough money. I've never looked at a budget, and said, Well, look at this. They gave me more than I needed. Uh, we always have to look at doing more with less, or at least doing more with what we have

89

00:11:53.960 --> 00:12:02.940

UCR: data-driven management. We need to look at our calls for service. We need to make sure that our resources are deployed at the right time of day, the right day of week.

90

00:12:03.170 --> 00:12:06.269

Um! To To best utilize what we have.

91

00:12:06.580 --> 00:12:11.610

UCR: Personal retention. Law enforcement is having a tough time right now, uh recruiting

92

00:12:11.720 --> 00:12:23.860

UCR: qualified individuals to want to do the job and keeping people uh who are the right fit. So we have to to actively recruit when we do have vacancies to make sure we're getting the best of the best

93

00:12:25.090 --> 00:12:26.800

UCR: perceived legitimacy

94

00:12:27.980 --> 00:12:35.560

UCR: president obama's task force on twenty-first century policing the very first pillar in the recommendations from that task force were

95

00:12:35.670 --> 00:12:41.389

UCR: that if your police agency is not perceived by the community, you serve as being legitimate,

96

00:12:41.420 --> 00:12:46.510

UCR: you will never get compliance from that community If they don't view that you are providing

97

00:12:46.540 --> 00:12:53.520

UCR: the service that they want, and they need to the to their desires. You're never going to get uh

98

00:12:53.960 --> 00:12:54.930

UCR: community

99

00:12:55.930 --> 00:13:14.700

UCR: and militarization. Uh, you know, police departments are are looked at now is is moving more towards the military uh approach with some of their equipment. You see some of these uh uh tank looking vehicles going down the road Uh, so we have to make sure that we're hiring, based on character versus competency

100

00:13:14.710 --> 00:13:21.340

UCR: used to be. We always looked at former military people. That would be the great police officer, regardless of what their character was.

101

00:13:21.480 --> 00:13:27.509

UCR: We have to rethink that we have to make sure that we are hiring the right individual that has the right character

102

00:13:27.650 --> 00:13:30.889

UCR: for the mission that we're trying to serve to the community.

103

00:13:31.460 --> 00:13:35.300

UCR: You give me somebody with the right character. All train would be a great police officer,

104

00:13:38.470 --> 00:13:42.419

UCR: specific challenges and opportunities that you see, Riverside. Many of these are the same.

105

00:13:42.690 --> 00:13:53.740

UCR: The issues that are facing traditional law enforcement are also going to face campus law enforcement. The campus law enforcement as we'll get into in another slide is held to a higher standard.

106

00:13:53.800 --> 00:14:00.640

UCR: So everything on the past slide applies to. You. See Riverside, Pd. But there's additions.

107

00:14:00.710 --> 00:14:01.780

UCR: Um

108

00:14:02.550 --> 00:14:06.060

UCR: i'll. I'll skip some of the repetitive things on the left hand side, but

109

00:14:06.380 --> 00:14:18.929

UCR: we follow a shared governance model on on campuses. We're gonna we're going to collaborate. We're going to be inclusive. We're going to bring in everyone's perspective and consider that perspective before we make decisions

110

00:14:19.140 --> 00:14:22.430

UCR: we're going to follow a diverse, equitable and inclusive practice.

111

00:14:24.420 --> 00:14:27.640

UCR: College campuses are some of the most diverse uh

112

00:14:28.230 --> 00:14:34.550

UCR: communities in in a city or in a county, and and we need to consider the diversity

113

00:14:34.740 --> 00:14:39.269

UCR: we need to make sure everyone has an equal voice, and that we're inclusive in our practices

114

00:14:39.840 --> 00:14:44.040

UCR: in the mental health issues and non-sworn response. We already talked about that.

115

00:14:44.690 --> 00:14:49.270

UCR: What Ucpd is looking at doing? It's a bold change. It's a bold move,

116

00:14:49.960 --> 00:14:56.459

UCR: and it's going to address legitimacy. It's going to address our fair and ethical practices,

117

00:14:58.270 --> 00:15:00.379

UCR: and we're going to serve the Uc. Mission

118

00:15:00.630 --> 00:15:03.200

UCR: of teaching and and public service,

119

00:15:04.570 --> 00:15:07.230

UCR: reimagining, policing,

120

00:15:07.310 --> 00:15:10.950

UCR: introducing procedural justice uh programs

121

00:15:11.330 --> 00:15:16.119

UCR: holistic tiered approach to uh, facing the response to the call,

122

00:15:16.470 --> 00:15:20.590

UCR: and most of all supporting students in achieving their academic success.

123

00:15:20.800 --> 00:15:22.819

UCR: That's what we should be all about here.

124

00:15:22.900 --> 00:15:37.280

UCR: Our goal on this campus is to serve. The students ensure that they are able to learn in the environment free of any distraction, so they can concentrate on their academics and reach their goals and reach their dreams in life.

125

00:15:40.310 --> 00:15:54.370

UCR: Some of the challenges on uh, on campus rising tuition costs. We have students who have housing and food insecurities, and as tuition costs go up, those in securities also increase students who are worried. Where's their next meal coming?

126

00:15:54.640 --> 00:15:59.339

UCR: Are they sleeping in their car tonight, or do they have a a roof over their head?

127

00:16:00.490 --> 00:16:14.280

UCR: So again, we're going to take the guardianship and protection versus Enforcement model to ensure their basic needs are met. If they need food. We're going to connect them with the resources for food they need housing. We're going to connect them with those resources as well.

128

00:16:16.670 --> 00:16:20.929

UCR: The experience of the workforce. Here at Uc Riverside fifty six percent

129

00:16:20.950 --> 00:16:28.950

UCR: of the police department could retire within the next ten years. That's a big loss of institutional knowledge.

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00:16:29.590 --> 00:16:31.979

UCR: So we have to use new methods for recruitment.

131

00:16:32.070 --> 00:16:45.860

UCR: Uh, you see, Davis uses an academy that they developed to introduce people, introduce students who are interested in a law enforcement career, to what law enforcement is all about, and it's It's a quick introduction to

132

00:16:47.670 --> 00:16:54.930

UCR: knowing what policing is, knowing what they're looking at getting into before they commit to a full-fledged Uh Police Academy.

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00:16:54.960 --> 00:17:03.160

UCR: Yeah. And it allows recruitment internally. I mean, what better way of bringing qualified people than to uh

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00:17:04.280 --> 00:17:11.560

UCR: and to recruit students. You know you have twenty-seven thousand students here i'm sure there's some of those who are interested in a law enforcement career,

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00:17:11.710 --> 00:17:13.180

UCR: I believe forty,

136

00:17:13.510 --> 00:17:19.019

UCR: forty-two percent, or forty-four percent of the Uc police department were alums from here.

137

00:17:19.140 --> 00:17:20.930

UCR: Um! So they understand.

138

00:17:21.220 --> 00:17:24.050

UCR: I don't even know what my last bullet was there. But

139

00:17:24.329 --> 00:17:25.309

UCR: we'll move on.

140

00:17:28.220 --> 00:17:39.599

UCR: We have to make sure that our services are consistent with the community needs. Again partnering with working groups of broad representation, making sure that everyone who wants to have a voice has a voice in the process.

141

00:17:40.750 --> 00:17:47.160

UCR: Post covid pandemic community reset. Uh: I do. Normal has been established since Covid.

142

00:17:47.190 --> 00:17:51.219

UCR: You know. There, there's off site working there. There's just different uh

143

00:17:51.340 --> 00:17:54.089

UCR: elements that need to be considered in

144

00:17:54.130 --> 00:17:56.590

UCR: how we go about doing business,

145

00:17:57.120 --> 00:18:02.269

UCR: reputation, reputational risk from actual or perceived incidents.

146

00:18:02.730 --> 00:18:04.270

UCR: It was saying that

147

00:18:04.410 --> 00:18:22.779

UCR: if you treat somebody fairly, they'll tell a couple of people if you treat somebody wrong. They're going to tell everybody they're going to post it on tik Tok. They're going to post it on Youtube. Uh. So you have to be aware of the reputational risk to the entire community to the entire Uc. Riverside.

148

00:18:22.790 --> 00:18:24.970

UCR: Uh, if you don't do things correctly.

149

00:18:26.170 --> 00:18:36.830

UCR: Declining student retention, I I read where six thousand and thirty students in good academic standing left Ucr between two thousand and eight and two thousand and twenty,

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00:18:37.040 --> 00:18:39.220

UCR: I think they called them stop outs.

151

00:18:39.390 --> 00:18:40.430

UCR: So

152

00:18:40.600 --> 00:18:59.709

UCR: what we have to do is is find out why you know It's not necessarily. The police department's role, but as as a community, if even one one of those people of that six thousand left this campus because they felt unsafe, or they didn't trust the police. Then we have to make adjustments. We have to do things differently.

153

00:19:01.200 --> 00:19:06.099

UCR: Again, campus law enforcement. There's a higher expectation than traditional law enforcement.

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00:19:07.170 --> 00:19:11.589

UCR: We have to ensure that we have diversity uh within the department.

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00:19:11.800 --> 00:19:13.710

UCR: We have to um

156

00:19:13.790 --> 00:19:27.919

UCR: the the Education on the Department. I feel that an educated department is a better serving department. I noted that eight percent of the Uc Police Department here has their master's degree, and fifty-two has their bachelor's degree

157

00:19:28.230 --> 00:19:33.439

UCR: I i like the fifty-two. I i'd like to see the eight go a little bit higher, especially

158

00:19:33.460 --> 00:19:38.949

UCR: since we're working here on a higher education campus. A World Class University

159

00:19:40.090 --> 00:19:43.510

UCR: implicit bias training. That's a continuous

160

00:19:43.590 --> 00:19:50.500

UCR: training that needs to occur. It's not a one. And done, We need to make sure that our our personnel are

161

00:19:50.800 --> 00:19:54.429

UCR: are trained in implicit bias and microaggression.

162

00:19:54.640 --> 00:20:05.329

UCR: And uh, those issues de-escalation training again very important to do continual training to make sure that our staff knows how to de-escalate a situation.

163

00:20:12.970 --> 00:20:26.640

UCR: One of the challenges I noted Here is the police facility, location, and space utilization. I know there's been expansion within youcrpd, and some of the spaces that were available for maybe community gatherings and things have been repurposed uh

164

00:20:31.580 --> 00:20:33.160

UCR: outreach efforts.

165

00:20:33.580 --> 00:20:37.049

UCR: I've always had the philosophy as a as a police chief that

166

00:20:37.760 --> 00:20:52.280

UCR: I need to do more than just say that I have an open door, and you you can come in and talk to me during my office hours. I need to get out to the community. I need to be out in the community space and just have informal conversations and be available to the community

167

00:20:53.260 --> 00:21:00.189

UCR: status quo uh. Sometimes there's hesitation to change and and move away from traditional practices.

168

00:21:00.640 --> 00:21:09.230

UCR: But under new to leadership you also have new vision. It it's a tabular raza traditional practice, a blank slate starting over, you know, rethinking,

169

00:21:09.660 --> 00:21:11.360

UCR: bringing in perspective,

170

00:21:12.180 --> 00:21:20.070

UCR: creating opportunities for learning and growth. At University of Redlands we instituted, uh, some restorative justice processes

171

00:21:20.270 --> 00:21:21.270

UCR: to

172

00:21:21.310 --> 00:21:22.660

UCR: deal with

173

00:21:23.130 --> 00:21:27.940

UCR: situations with students without subjecting them to the criminal justice system.

174

00:21:28.240 --> 00:21:38.639

UCR: Students don't come to college to fail parents, Don't send their students or their sons and daughters to college to fail, so we don't need to subject them to the criminal justice system.

175

00:21:38.710 --> 00:21:42.419

UCR: Um, We can institute restorative justice processes

176

00:21:43.130 --> 00:21:51.909

UCR: again. The perceived legitimacy of the police department. We have to ensure that the community knows that we are policing for them, not policing of them

177

00:21:54.280 --> 00:22:05.070

UCR: in militarization. Again, it comes back to the character versus competency model, making sure that we're hiring the right people, and that everyone on the Department has the same beliefs and values

178

00:22:06.290 --> 00:22:08.150

UCR: measurement of success.

179

00:22:08.960 --> 00:22:18.609

UCR: University of California is looking at at iaclea accreditation. I know Uc. Davis and Uc. San Francisco already have accreditation of their police departments.

180

00:22:18.740 --> 00:22:36.940

UCR: So you see, Riverside is working towards uh accreditation. And what that does is it's the gold standard in campus law enforcement, and what

it does is it compares the policies of UCR with the policies of all campus law enforcement within the nation, or actually it's international within the world.

181

00:22:37.590 --> 00:22:49.629

UCR: It gives validation to what we're doing, and it causes you to continually look at your policies and procedures, and make sure that they're relevant, and make sure that they are still in tune with what your community is looking for.

182

00:22:53.920 --> 00:23:09.169

UCR: Okay, my vision. For you see, Rpd. And how I will work towards achieving that. I view it as a partnership to provide the highest level of services, without over policing or infringing on the wants, needs, and desires of our community,

183

00:23:09.360 --> 00:23:14.880

UCR: and historically marginalized members and highly vulnerable populations.

184

00:23:16.430 --> 00:23:29.030

UCR: We need to rethink the the policing to a safety service model with one hundred percent buy in almost isn't. Good enough. I can't say that ninety percent of my department gets it, because that means ten percent does not

185

00:23:29.190 --> 00:23:30.510

UCR: in policing

186

00:23:30.600 --> 00:23:39.019

UCR: there. There's too many bad outcomes if everybody isn't on the same page. So we have to have one hundred percent buy in uh of the direction that we're going.

187

00:23:39.400 --> 00:23:49.040

UCR: Popular thinking produces average results. Bold thinking produces excellence. I always drive for excellence. We don't stop until we are at the highest level,

188

00:23:50.180 --> 00:23:55.560

UCR: can do that through inclusive collaborative dialogue, building relationships and achieving excellence.

189

00:23:55.860 --> 00:24:00.699

UCR: Active listening. I've always believed that I need to listen twice as much as I speak

190

00:24:00.860 --> 00:24:11.009

UCR: when I speak. The only thing that I hear is something that I already know when I Listen. I'm getting perspective. I'm: I'm bringing in community, input and I can make decisions accordingly

191

00:24:11.650 --> 00:24:16.579

UCR: on this communication, sharing ideas with no surprises and explaining the why

192

00:24:16.760 --> 00:24:21.229

UCR: people are real good about explaining the what this is what I want you to do.

193

00:24:21.320 --> 00:24:27.359

UCR: I like to explain why this is why we're doing this. This is why we're going down this road

194

00:24:27.870 --> 00:24:31.550

UCR: transparency continuously sharing current data.

195

00:24:31.600 --> 00:24:37.839

UCR: No, nothing is hidden. This is this is the Enforcement contact we're making. This is the complaints We're receiving

196

00:24:39.360 --> 00:24:52.719

UCR: again accessibility reachable to the community. I'm. Going to be out in the community if i'm the next director of Campus safety services here, I'm not going to wait for people to come to me. I'm going to be out talking, building relationships, building community

197

00:24:53.320 --> 00:24:59.739

UCR: and accountability, independent oversight through advisory boards, town halls, bringing in that outside perspective

198

00:25:01.360 --> 00:25:03.779

UCR: measuring success results.

199

00:25:04.310 --> 00:25:10.280

UCR: Again, we're going to deliver the highest level of service that supports the University Mission and academic success.

200

00:25:10.640 --> 00:25:15.630

UCR: Building relationships, building community where everyone feels safe and is safe.

201

00:25:16.030 --> 00:25:25.149

UCR: If I, if there is just one person on campus that doesn't feel safe, especially if it's because they don't trust the police, and we haven't done everything that we need to do.

202

00:25:26.260 --> 00:25:32.029

UCR: The goal is to achieve excellence. But when your goal is to achieve excellence. You have to understand. You're never going to get there.

203

00:25:32.270 --> 00:25:39.429

UCR: Hey? If you reach the level that you think is excellent, there's always somewhere else to go, and you need to to take the next step

204

00:25:40.640 --> 00:25:45.120

UCR: team approach t Am. Together. Everyone achieves more.

205

00:25:45.450 --> 00:25:49.969

UCR: I always I always tell people we're going to take a team approach. And this is what it stands for.

206

00:25:50.870 --> 00:25:52.419

UCR: This picture over

207

00:25:52.900 --> 00:25:54.300

UCR: this picture over here.

208

00:25:54.750 --> 00:26:01.710

UCR: This was a student at the University of Redlands, and she sought me out. It was me in a prior era with a mustache.

209

00:26:02.920 --> 00:26:10.829

UCR: She had some. She had some issues during her four years at the University of Redlands issues that my department had to get involved in, and

210

00:26:11.000 --> 00:26:15.880

UCR: we gave her some guidance, and we gave her some direction, and and she

211

00:26:15.940 --> 00:26:35.730

UCR: turn some things around. She actually provided me with this picture. She took the selfie. She looked for me on Commencement Day because she wanted my picture and my assistant chief on the on the left there. Um, because she she appreciated what we did for her, and she took a selfie, and then she she brought it to my office in a frame, and said, I want you to have this

212

00:26:35.740 --> 00:26:38.040

UCR: and that picture sits on my desk to this day,

213

00:26:38.250 --> 00:26:51.950

UCR: because to me that's success. That's what we need to achieve. That's what we want to get. Is every student enrolled here to walk across that stage and get their degree and be able to live their dream and make a difference for all of us in the world.

214

00:26:53.230 --> 00:27:02.029

UCR: I had the good fortune many years ago, of meeting a woman named Woody Rucker Hughes. She was the president of the riverside chapter of the Naacp

215

00:27:02.690 --> 00:27:12.850

UCR: and Woody and I used to go to lunch every couple of months. I'd pick her up at her office at the Uh Riverside uh unified School district office. Take her to lunch, and

216

00:27:12.950 --> 00:27:15.990

UCR: I would ask her I would say, What do you? You know? How can we do better?

217

00:27:16.190 --> 00:27:17.869

UCR: And what he would always tell me?

218

00:27:18.540 --> 00:27:30.900

UCR: She says, don't ever let them rest until your good becomes better and your better becomes best. I mean what a great, what a great mantra uh what? He was! A great visionary uh great community leader here in Riverside,

219

00:27:31.390 --> 00:27:34.920

UCR: and unfortunately we lost witty three or four years ago.

220

00:27:37.920 --> 00:27:44.120

UCR: This is my vision for Ucr. When I look at when I look at the letters Ucr, I see, you see, our

221

00:27:47.120 --> 00:27:48.670

UCR: this is our community,

222

00:27:48.690 --> 00:28:03.389

UCR: for this is our campus. This is our community. This is our opportunity to achieve diverse, equitable, and inclusive greatness. Where everyone has an equal voice in shaping the culture, climate, relationships, and outcomes

223

00:28:03.460 --> 00:28:04.660

UCR: of our community.

224

00:28:05.280 --> 00:28:12.530

UCR: This is our our opportunity to build bridges that may not currently exist and strengthen the pathways already in place.

225

00:28:13.360 --> 00:28:21.110

UCR: I've successfully led this very change with tremendously positive results, and i'm ready to lead the same change here

226

00:28:21.260 --> 00:28:26.669

UCR: for you with you and beside you to achieve new levels of greatness.

227

00:28:27.750 --> 00:28:30.370

UCR: Thank you. And I look forward to your questions.

228

00:28:31.430 --> 00:28:33.800

UCR: Thank you

229

00:28:34.480 --> 00:28:47.720

UCR: all right, so we'll open up the session for any questions as a reminder. If you're joining us in person, just raise your hand, and one of our team members will come to you. If you're joining us via the Webinar, please feel free to submit your questions via the Q. A. Feature.

230

00:28:57.670 --> 00:29:04.600

UCR: Hi! Uh thanks. My name is the director for underground scholarships. There's formal incarcerated and system impacted students.

231

00:29:04.610 --> 00:29:24.060

UCR: Um! So you talked about improving like legal cynicism. I'm: just curious on how you plan on actually doing that, especially with certain student populations here that already have a lot of distrust and disdain for law enforcement. Um because of the engagements and in the experiences we've had off campus, I should mention I'm also formally incarcerated,

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00:29:24.070 --> 00:29:34.869

UCR: as well as some of our students, continue to have negative experiences with our police department on campus and correlating that we're relating that to

233

00:29:35.010 --> 00:29:43.439

UCR: um. Higher education research shows that the more negative experiences students have, the less likely they are to be successful. So how do you plan on and actually

234

00:29:43.500 --> 00:29:49.379

UCR: doing that improving their experience here, especially for this particular student population?

235

00:29:49.740 --> 00:29:51.070

UCR: Yeah, Great question.

236

00:29:51.390 --> 00:29:59.720

UCR: What i'm gonna do is is i'm gonna make myself available. I'm going to have dialogue on a regular basis, and we're gonna build

237

00:29:59.850 --> 00:30:03.090

UCR: the relationships that may not already exist.

238

00:30:03.740 --> 00:30:22.710

UCR: You know i'm a white male. I I can't. I can't say that I know how a student of color has experienced uh law enforcement contacts. But what I can do is I can sit down, and I can listen to their perspective, and we can have discussions, and we can have dialogue, and we can come together

239

00:30:22.730 --> 00:30:26.489

UCR: and build the model that the community is looking for,

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00:30:27.120 --> 00:30:30.209

UCR: You know. I'm. I'm very collaborative in my approach,

241

00:30:30.530 --> 00:30:37.710

UCR: you know, if they've had negative contacts, i'd like to hear about those contacts and see if it's something internal on campus.

242

00:30:38.150 --> 00:30:41.859

UCR: What actually happened? What do we need to do to do better?

243

00:30:43.210 --> 00:30:52.870

UCR: You know it's a continuously evolving process where I'm going to make the standard known. I'm going to make the expectation known, and

244

00:30:53.020 --> 00:30:56.100

UCR: that's the direction the department's gonna go. Um,

245

00:30:56.890 --> 00:30:57.910

UCR: you know,

246

00:30:58.380 --> 00:31:02.590

UCR: building a restorative justice program, so that the contacts that

247

00:31:03.350 --> 00:31:13.459

UCR: are able to go through a restorative justice process as opposed to a criminal justice process that we can. We can institute that type of a of

248

00:31:13.910 --> 00:31:18.200

UCR: you know. Again, students don't come here to fail students. Don't come here to

249

00:31:18.480 --> 00:31:34.290

UCR: uh be cited and pay fines. They don't come here to be incarcerated, and then have to try to rebuild their life, and maybe even be precluded from certain dreams because of an arrest or or in a conviction. So my goal is to

250

00:31:34.320 --> 00:31:48.379

UCR: to build on the front end to avoid all that, and I I to me. The best thing that I can do is have dialogue and be available. Be approachable and let them know. This is what we're all about. I'm here for you,

251

00:31:49.930 --> 00:31:51.469

UCR: and we're going to get through this.

252

00:31:54.090 --> 00:31:55.060

UCR: Thank you.

253

00:32:00.320 --> 00:32:19.380

UCR: Okay. So I have a question that submitted via the Webinar. Um. It has some context before the question. Um, the question, for we have students in campus departments that are worried about apartment security, as we have a quite a few intruders, suspicious transfers and break in this year that

254

00:32:19.390 --> 00:32:37.879

UCR: are more publicized due to our increased communications through the social media app discord, although I know there are preventative procedures put in place, but not all resident know about. What do you think we could do better to improve responsiveness and communication between the campus apartment residents and Ucpd.

255

00:32:37.890 --> 00:32:45.120

UCR: What are some suggestions to improve communication and collaboration while avoiding high cost implementations?

256

00:32:47.010 --> 00:32:55.910

UCR: Awareness, Uh, you know, at University of Redlands we spend a considerable amount of time having discussions with students about

257

00:32:56.170 --> 00:33:03.950

UCR: the difference between them living at home, uh with their parents or their brothers or sisters, or whoever they lived with their caregivers.

258

00:33:04.060 --> 00:33:05.759

UCR: And now, having

259

00:33:06.200 --> 00:33:13.370

UCR: independence uh on a campus, and and being responsible to make sure that they're secure in their environment,

260

00:33:13.790 --> 00:33:15.790

UCR: you know they can't just

261

00:33:16.300 --> 00:33:23.079

UCR: go down the hall and go to the shower like they could at home, uh, you know, and leave their apartment unattended, or

262

00:33:23.990 --> 00:33:43.700

UCR: even even more So be out here uh having a cup of coffee and deciding that they want another cup of coffee, or they want a red bowl, or they

want a bottle of water, and leaving their laptop and walking away, and thinking that laptop is going to be there when they come back, because chances are it's not at least it red ones. It's not. I don't know about here,

263

00:33:43.710 --> 00:33:44.470

UCR: but

264

00:33:44.600 --> 00:33:51.449

UCR: most of the crimes that occur on college campuses are what we call crimes of opportunity, and we need to remove that opportunity.

265

00:33:51.520 --> 00:33:54.950

UCR: And our police department is very good about

266

00:33:55.010 --> 00:33:56.160

UCR: um,

267

00:33:56.280 --> 00:33:58.799

UCR: you know, being visible and uh

268

00:33:59.270 --> 00:34:04.450

UCR: crime deterrence. I I notice, looking at your annual security report that was just published.

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00:34:04.760 --> 00:34:11.879

UCR: The burglaries are actually down uh in two thousand and twenty one, as as opposed to two thousand and twenty and two thousand and nineteen,

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00:34:12.219 --> 00:34:16.170

UCR: and that may be because of better policing, and maybe because of better training.

271

00:34:16.230 --> 00:34:19.400

UCR: Uh for the residents to better secure their property,

272

00:34:19.639 --> 00:34:20.520

UCR: but

273

00:34:20.840 --> 00:34:27.549

UCR: we do it all the time at Redlands. Uh just training how to how to better protect yourself. Situational awareness.

274

00:34:35.739 --> 00:34:44.709

UCR: Hi! Excuse me, my name is Nikki. I am the um assistant director of Advocacy for sexual assault survivors on campus,

275

00:34:44.719 --> 00:34:57.619

UCR: and I wanted to know um. I saw that on one of your slides. Can you give me an example of what you've implemented? Um when it comes to uh diversity and inclusion practices within the police department?

276

00:35:00.010 --> 00:35:10.020

UCR: You know, when I when I went to the University of Redlands uh our department was very undiverse, uh everybody looked the same, and

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00:35:10.240 --> 00:35:16.310

UCR: well, I couldn't change things overnight in that regard. When I did have personnel vacancies, I made sure that I

278

00:35:16.390 --> 00:35:20.350

UCR: looked at, uh increasing the diversity within my department,

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00:35:20.490 --> 00:35:27.550

UCR: and also um. I had no female uniform personnel, and I've changed that as well.

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00:35:28.340 --> 00:35:40.390

UCR: I also make it known. Uh, you know what my expectations are as far as how we're gonna treat our community. And uh, like, I said in one of the slides, we do implicit bias training.

281

00:35:40.560 --> 00:35:50.250

UCR: We talk about microaggressions. I bring in speakers from our multicultural center, our Pride Center, making sure that we understand

282

00:35:50.490 --> 00:35:58.029

UCR: the world that they live in, that what their contacts have been like with law enforcement, what their contacts have been like,

283

00:35:58.960 --> 00:36:06.060

UCR: and making sure that we are the best trained and the best understanding of the diverse community that we serve.

284

00:36:12.210 --> 00:36:17.099

UCR: And looking at your resume, You've been a chief for seventeen years

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00:36:17.230 --> 00:36:21.319

UCR: a long time. Why, you see our and why? Now,

286

00:36:21.850 --> 00:36:22.859

UCR: good question.

287

00:36:23.200 --> 00:36:26.449

UCR: That's actually a question that's come up in the last uh two days

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00:36:26.900 --> 00:36:32.550

UCR: I live in Riverside. I was born and raised here. I I've spent a lot of time on this campus, and

289

00:36:32.730 --> 00:36:49.909

UCR: for many, many years. I looked at this campus uh when my wife and I would come here for front fundraising activities. They used to do a crab feed here at the at the campus. The woman softball team did all you can eat, crab feed, and i'd come over here, and I would eat all I could eat.

290

00:36:49.920 --> 00:36:53.219

UCR: Uh, you know I I put a dent in that crab, but

291

00:36:54.040 --> 00:37:05.839

UCR: I used to tell my wife when we would leave, or when we would be walking over towards uh the event. I'd say you know what i'd love to work here some day, and I was employed at the Php. At the time I was a chief at the time,

292

00:37:07.230 --> 00:37:25.700

UCR: and I actually used to joke with your former uh permanent chiefs. I I knew Bill how, who was three permanent chiefs ago. I knew Hank Rosenfeld, who was two permanent chiefs ago, and I knew Mike Lane. It was the last permanent chief here, and I used to joke with Mike Lane. So you know what. One day I want your job,

293

00:37:25.880 --> 00:37:35.860

UCR: and we both laughed. And uh, he thought it was funny deep inside. I knew I I really mean it. I want your job someday. And uh, I never! I never thought

294

00:37:36.140 --> 00:37:40.820

UCR: that it would come. Uh! I never thought the opportunity would be here, but it did,

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00:37:40.880 --> 00:37:42.830

UCR: and um,

296

00:37:43.690 --> 00:37:45.029

UCR: you know. So

297

00:37:45.790 --> 00:37:53.440

UCR: I I've always. I've always felt the best within myself that if I can serve the community that I live in.

298

00:37:54.000 --> 00:37:57.340

UCR: That gives me satisfaction, and I live in Riverside.

299

00:37:57.520 --> 00:38:00.229

UCR: I drive to Redlands every day, and I spent

300

00:38:00.640 --> 00:38:03.519

UCR: ten twelve hours over in Redlands, and then I drive home

301

00:38:04.590 --> 00:38:17.500

UCR: while i'm serving the University of Redlands. Uh, I don't feel that i'm giving quite as much to the community as I could back in Riverside. This is where I live. This is where I want to serve.

302

00:38:17.640 --> 00:38:24.620

UCR: You know. University of Redlands treats me very, very well. I I love it over there. My, I have a great boss. I have a great team,

303

00:38:25.050 --> 00:38:26.359

UCR: but it's not home.

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00:38:26.460 --> 00:38:36.549

UCR: Riverside is home. I I would I would love to just give back to this community. I also view room, University of Riverside, or University of California Room side

305

00:38:36.980 --> 00:38:48.619

UCR: as a pinnacle institution. There, there's a lot of higher education institutions in this area. You know we have Cow Baptist. We have university. We have Cal, State, San Bernardino. Uh, in the next city

306

00:38:48.710 --> 00:38:50.479
UCR: we have the University of Redlands.

307
00:38:51.300 --> 00:38:54.749
UCR: You know Riverside Community College, but I view Ucr

308
00:38:55.550 --> 00:38:57.590
UCR: a step above all of them.

309
00:38:58.110 --> 00:39:05.459
UCR: You know you have great uh great research here, Great academics here. Great faculty, great staff, great students, and

310
00:39:05.660 --> 00:39:07.079
UCR: I want to be part of that,

311
00:39:11.530 --> 00:39:16.809
UCR: Hey, Jeff. Thanks, Wade Stern. I work at the police department and thanks for your interest in

312
00:39:16.830 --> 00:39:21.859
UCR: the chief position. My question is this: From internally in the police department

313
00:39:22.010 --> 00:39:31.010
UCR: we have um a couple of incidents, and stating back to two thousand and twelve that um our our community defines us by, and

314
00:39:31.330 --> 00:39:42.529
UCR: what we're looking for is a courageous leader who's able to be able to be on the outskirts and on the front of these things, not being able to shy away from you know. Um These these,

315
00:39:42.810 --> 00:39:58.719
UCR: you know, confrontational conversations, or just being able to engage in these crucial conversations that absolutely have to happen, especially nowadays in law enforcement. And my question is, is pretty straightforward. Is that you. Are you going to be able to when

316
00:39:58.730 --> 00:40:13.340
UCR: when hits the fan? Are you going to be behind the desk, or are you going to be out on the front of this, trying to engage with our community and not getting to convince them what we did, but to be able to have these crucial conversations. So we don't

317

00:40:13.350 --> 00:40:32.589

UCR: um have these incidents that define us, that we'll be able to maybe move forward from these, and at least agree to disagree. Or, you know, have these? Um, At least these good conversations are is that you? Are you able to do that? Are you the one that's gonna to sit behind, and and and just kind of make it. I hate being behind the desk. I hate being behind a podium.

318

00:40:32.750 --> 00:40:34.109

UCR: I'm the guy out front.

319

00:40:34.340 --> 00:40:35.779

UCR: I I

320

00:40:36.290 --> 00:40:48.090

UCR: I have no issue with getting out, regardless of what the topic is. You know, part of policing and part of leadership in policing is is putting yourself out.

321

00:40:53.930 --> 00:40:56.759

UCR: Yeah, And the worst thing you can do

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00:40:56.900 --> 00:41:01.760

UCR: First of all, you never say no comment you you always you always have dialogue with

323

00:41:02.830 --> 00:41:17.639

UCR: there. There may be some things that you don't know at that point. But you let the community know. Hey? I don't know the answer to that. But here's what I do know. And here's what I'm going to find out, and as soon as I find out i'm going to get back to you, and i'm going to fill in the blanks that I can't fill in right now,

324

00:41:17.860 --> 00:41:20.810

UCR: but i'm also going to take any criticism that's out there.

325

00:41:21.580 --> 00:41:24.459

UCR: You know. I'm a big boy, you know I can. Uh,

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00:41:24.490 --> 00:41:30.219

UCR: you know we we may not always agree, but we're going to discuss, and and we're going to have dialogue,

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00:41:30.400 --> 00:41:34.830

UCR: you know. The second. The second worst thing you can do is not show up to the party.

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00:41:34.990 --> 00:41:40.799

UCR: If If the community wants to talk to you, then you better be out there, and I would be out there, and I have been out there,

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00:41:41.130 --> 00:41:48.970

UCR: and you know I haven't always agreed, and people in the community. Haven't always agreed with everything that I've been able to deliver.

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00:41:49.160 --> 00:41:50.970

UCR: But at least we depart

331

00:41:51.010 --> 00:41:52.399

UCR: with respect.

332

00:41:52.550 --> 00:41:54.399

UCR: We depart, respecting

333

00:41:55.170 --> 00:42:01.390

UCR: each other's, views, and respecting uh the dialogue that we had, and the trust,

334

00:42:01.560 --> 00:42:05.060

UCR: You know the legitimacy factor that we talked about here.

335

00:42:05.150 --> 00:42:13.199

UCR: We have to make sure that that we are viewed as being legitimate, and if you, aren't communicating, you cannot have legitimacy,

336

00:42:13.440 --> 00:42:16.149

UCR: so yes, I will be. I will be at the front.

337

00:42:20.480 --> 00:42:31.519

UCR: Hi ken her lecture here at Ucr. I was. I was wondering how you understand the relationship between Uc. Pd. And the Riverside County share. I think in the past there have been

338

00:42:31.960 --> 00:42:42.789

UCR: mutual aid agreements between the the two institutions and Um. Some of the in some of the incidents that former speaker mentioned, probably in two thousand and twelve. We were

339

00:42:43.090 --> 00:42:45.970

UCR: sheriff. We're on campus. Um,

340

00:42:46.610 --> 00:43:01.939

UCR: I think, probably caused a lot of harm. I'm wondering how you see that relationship evolving and how you understand the relationship between the two police departments, and given that Sheriff Bianca was, I think, his

341

00:43:02.810 --> 00:43:12.520

UCR: been accused of being a housekeeper, and has been accused of being an outright outright white supremacist. His rhetoric is very different from the kinda

342

00:43:12.550 --> 00:43:15.370

UCR: rhetoric that you're describing here today. Yeah,

343

00:43:15.430 --> 00:43:19.759

UCR: I'm: curious how you see, working with the riverside sheriff's department. Right?

344

00:43:19.800 --> 00:43:28.880

UCR: Yeah, I mean, law enforcement has mutual aid agreements. They're They're just in place. Uh in case you need to call in other agencies. Uh,

345

00:43:29.620 --> 00:43:30.669

UCR: But

346

00:43:31.900 --> 00:43:42.339

UCR: yeah, there there's been more than just the oath keeper issue with Sheriff Bianca. Uh, you know, there's a current issue with one of the Council members in Riverside and Sheriff Bianca and I.

347

00:43:42.840 --> 00:43:51.270

UCR: You know I don't know all the details. I only know what I've seen in the media, but I think that situation has been handled long by the sheriff's department,

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00:43:51.350 --> 00:43:55.669

UCR: and you know sure if Bianca was in here today, I would tell him the same thing.

349

00:43:56.710 --> 00:43:59.309

UCR: You know, if you make a mistake you acknowledge,

350

00:43:59.580 --> 00:44:01.939

UCR: and you apologize, and you adjust,

351

00:44:02.470 --> 00:44:05.320

UCR: and you don't you don't create further harm.

352

00:44:06.250 --> 00:44:10.180

UCR: So my my position, you know, when I was at the Highway Patrol is the chief.

353

00:44:10.290 --> 00:44:13.680

UCR: There were some protests that went on

354

00:44:13.970 --> 00:44:29.409

UCR: throughout the city of Riverside, and I think it began and and ended here on campus, and there was a request for the Chp to come and assist with that. And so I brought a team over, and we sat over near the corner of University

355

00:44:29.580 --> 00:44:34.710

UCR: and Iowa uh back behind. I think it was a Carl junior uh uh

356

00:44:34.910 --> 00:44:44.740

UCR: Weiner stits all or something over there, but we didn't engage. We didn't engage with the students. That was uh Ucrpd's job. We were just there in case

357

00:44:44.820 --> 00:44:56.090

UCR: anything got beyond the resources, and and we were there more to keep people off the freeway. We didn't want students to go up on the freeway and get run over by a a big rig or something uh,

358

00:44:56.440 --> 00:45:01.690

UCR: and cause an issue. But we just stayed back there, and uh, and we never engaged. But

359

00:45:02.300 --> 00:45:11.419

UCR: there should never be a time when the police department, the Jerks Department or the Highway Patrol, or any law enforcement agency to come on this campus unless they're specifically requested.

360

00:45:11.600 --> 00:45:31.519

UCR: Uh, you have your own police department. They have resources. They have other resources from the other Uc police agencies, and that would be the first line of of additional resources is bringing on additional police officers who understand the culture of the Uc. System understand the way we do things,

361

00:45:31.530 --> 00:45:32.450

UCR: because

362

00:45:32.470 --> 00:45:43.620

UCR: on a college campus we do things differently in the police department than a city police department or accounting sheriff? Does they don't have the culture they don't have the understanding

363

00:45:43.790 --> 00:45:47.549

UCR: um. In some instance they don't have the desire

364

00:45:47.740 --> 00:45:50.739

UCR: to do policing the way we do on a college campus.

365

00:45:51.060 --> 00:45:53.099

UCR: I deal with this over at Redlands.

366

00:45:53.140 --> 00:45:58.579

UCR: We're an unarmed police department or unarmed public safety department at Redlands. So

367

00:45:58.950 --> 00:46:02.990

UCR: if we have certain calls that require a armed response,

368

00:46:03.150 --> 00:46:04.680

UCR: I have to call Redlands, Pd.

369

00:46:05.090 --> 00:46:09.189

UCR: And once I do, I've lost control. I am then under

370

00:46:09.670 --> 00:46:13.580

UCR: the guidelines, the policies, the practices of Redlands, Pd.

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00:46:13.940 --> 00:46:19.259

UCR: And again they don't understand the way we have relationships with our community.

372

00:46:19.940 --> 00:46:30.860

UCR: So every time that I've had to do it, and it hasn't happened often. But every time Redlands Pd. Has come on our campus I've gotten complaints, and and uh,

373

00:46:31.040 --> 00:46:33.589

UCR: they just don't they don't treat our community the way we do.

374

00:46:33.660 --> 00:46:34.709

UCR: So.

375

00:46:35.060 --> 00:46:42.120

UCR: Your Your police department That's who you want managing your incidents on campus. Um,

376

00:46:42.270 --> 00:46:43.240

UCR: So

377

00:46:43.860 --> 00:46:46.859

UCR: I I hope I've answered your question. Um.

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00:46:47.230 --> 00:46:49.620

UCR: Did I miss any any part of

379

00:46:50.110 --> 00:46:51.499

UCR: of the question there?

380

00:46:51.780 --> 00:46:52.950

UCR: Yeah, there.

381

00:46:53.170 --> 00:47:01.980

UCR: The county sheriff would not be on the campus unless there was some situation that absolutely needed their assistance. But I can't imagine

382

00:47:02.150 --> 00:47:03.899

UCR: uh what that might be.

383

00:47:04.890 --> 00:47:06.359

UCR: We have the resources.

384

00:47:10.380 --> 00:47:35.000

UCR: I have another question submitted via the Webinar. How do you deal with changing those who are rooted in the way things have been? Um, and that are less responsive to wanting to make the change. There are likely strong personalities in Pd. Like many other departments on campus and transitions, can be really hard. What will you do to bring folks along. What will you do? Um if they don't come along?

385

00:47:37.770 --> 00:47:40.099

UCR: You know I I met with uh,

386

00:47:40.530 --> 00:47:51.740

UCR: most of the you see. Pd. On uh yesterday morning we had breakfast together, met for about an hour, and had a discussion, and I was very impressed with the level

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00:47:51.920 --> 00:47:56.349

UCR: of professionalism within that department a level of commitment within that department.

388

00:47:57.840 --> 00:48:07.619

UCR: We talked about the change. This is this is a big change uh what Ucr is looking at, doing as opposed to traditional methods. But I can tell you

389

00:48:08.050 --> 00:48:15.479

UCR: everything that I heard during that hour, and then I met with the leadership team uh over lunch later that day, and everything that I heard in that hour

390

00:48:15.740 --> 00:48:21.850

UCR: is they fully embrace this change. They understand. They understand how we got here.

391

00:48:21.910 --> 00:48:25.079

UCR: They understand the need for

392

00:48:25.140 --> 00:48:28.339

UCR: a multi-tiered holistic approach to

393

00:48:28.930 --> 00:48:39.589

UCR: safety. I won't even say policing, because this model is about safety. It's not about policing. It's about safety Policing is one component of that, but it's a it's a larger umbrella,

394

00:48:40.780 --> 00:48:47.579

UCR: and I don't I don't anticipate uh I don't anticipate resistance or hesitancy to this based on

395

00:48:47.640 --> 00:48:51.069

UCR: based on the couple of hours that I spent there. Uh, maybe i'm wrong,

396

00:48:51.130 --> 00:48:52.909

UCR: but if if I am wrong,

397

00:48:53.490 --> 00:48:58.730

UCR: I set a vision. I set a vision. I set a direction, and

398

00:48:59.430 --> 00:49:01.600

UCR: I'm. I'm very good at

399

00:49:02.070 --> 00:49:08.740

UCR: uh instituting change. I I've I've been sent to different commands in my Chp career, and

400

00:49:08.790 --> 00:49:11.029

UCR: I re envisioned

401

00:49:11.090 --> 00:49:27.670

UCR: the public safety department at the University of Redlands. When I got there, too, it was totally just functional when I got there, and we changed to where I used to get six eight complaints a year on the officers over there. I now get six or eight. Thank you. Letters and

402

00:49:27.680 --> 00:49:31.559

UCR: letters of praise, and and just sheets of

403

00:49:31.670 --> 00:49:35.559

UCR: acknowledgment on what a great job our department is doing,

404

00:49:35.660 --> 00:49:38.390

UCR: and I I would envision the same thing here.

405

00:49:43.080 --> 00:50:00.479

UCR: I have another question that submitted via the Webinar. Given the tremendous research showing how police Don't decrease violence. But how funding basic needs, like housing and health care do decrease violence and significant data suggesting that police facilitate the school to prison pipeline,

406

00:50:00.490 --> 00:50:11.829

UCR: and that divide the diversifying the police and using Anti-bias training to not make police less racist? Or harmful? How can you justify supporting cops on campus?

407

00:50:13.670 --> 00:50:14.629

Good question?

408

00:50:15.940 --> 00:50:28.680

UCR: This model that Ucr is looking at is addressing those issues. It's addressing homelessness. It's addressing food insecurities. It. It's it's a multi tiered uh holistic approach to policing.

409

00:50:28.920 --> 00:50:34.869

UCR: You know. I I talked in one of the sessions uh yesterday about

410

00:50:35.290 --> 00:50:38.820

UCR: disarming the police or eliminating the police.

411

00:50:39.450 --> 00:50:47.710

UCR: I wish we lived in a society at least I wish we lived in a world where we didn't have to have on police, but we don't. That's not the world we live in,

412

00:50:47.940 --> 00:50:52.330

UCR: and I don't see that that world is going to be here

413

00:50:52.790 --> 00:51:02.889

UCR: anytime soon, maybe not even in my lifetime. If it is, I would embrace it. But I also have to ensure the safety of the community that i'm responsible for policing

414

00:51:03.190 --> 00:51:05.509

UCR: and for um,

415

00:51:05.970 --> 00:51:25.710

UCR: you know to talk about uh racism and uh and bias and policing. That's about That's about training and that's making sure that you have the right personnel in in the department and getting that character model as opposed to the competency model. We'll get to the competency level, but I have to make sure that we have the right character,

416

00:51:25.720 --> 00:51:29.070

UCR: and that we don't have the bias. We don't have the racism,

417

00:51:29.250 --> 00:51:31.379

UCR: and that you're all safe and secure,

418

00:51:33.430 --> 00:51:37.119

UCR: he said. I I've worked all over the State of California. I've worked in

419

00:51:37.180 --> 00:51:44.940

UCR: very small commands. I've worked in very large commands. Los Angeles, Joshua Three. You name it. I I have served

420

00:51:45.100 --> 00:51:55.939

UCR: different communities, and everybody wants the same thing everywhere that I've gone. They want to feel safe in their houses. They want to say, feel safe in their community, and they want to feel safe from the police,

421

00:51:57.260 --> 00:51:58.109

cool

422

00:51:59.070 --> 00:52:05.220

UCR: to make sure that that we have the dialogue. We have the training. We have the experience to provide that.

423

00:52:09.680 --> 00:52:21.649

UCR: Okay, Um, I know you talked about different trainings that you would um have your law enforcement officers do. What How do you feel about um trauma informed training. And what does trauma inform you mean to you?

424

00:52:22.140 --> 00:52:27.459

UCR: Yeah, I uh, I was actually trained in in trauma informed uh investigation.

425

00:52:27.620 --> 00:52:31.269

UCR: Uh, you know it. It's making sure that

426

00:52:31.660 --> 00:52:36.019

UCR: the right techniques are used. They do not, uh, uh,

427

00:52:36.350 --> 00:52:39.829

UCR: overburdening victims of crimes,

428

00:52:39.980 --> 00:52:43.609

UCR: multiple interviews with asking the wrong questions.

429

00:52:43.700 --> 00:52:50.999

UCR: A, and it's again. It's a It's a training of the personnel who are conducting the investigations to make sure

430

00:52:51.130 --> 00:52:56.260

UCR: that the person that's reporting the crime or has been exposed to a crime.

431

00:52:56.320 --> 00:53:11.660

UCR: Uh, is treated fairly, is is uh, the environment is correct. The question is correct. Uh, it's not being subjected to multiple interviews, asking the same questions over and over again, and re-traumatizing them to what they already experienced.

432

00:53:19.040 --> 00:53:29.280

UCR: I have another question submitted in the Webinar. What are the positive and negative aspects of camera surveillance in Campus crime prevention. When our cameras appropriate.

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00:53:31.660 --> 00:53:36.819

UCR: Well, at the University of Redlands we have about one hundred and thirty surveillance cameras on campus.

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00:53:37.000 --> 00:53:53.740

UCR: Um. When I got there we had very few cameras uh great expansion of the camera program. We've actually prevented crimes with those cameras. Our dispatchers monitor the cameras twenty, four, seven, and when they have seen crimes uh

435

00:53:53.990 --> 00:54:00.579

UCR: people crawling into cars to start to cut off a catalytic converter, we were able to avert those crimes,

436

00:54:00.700 --> 00:54:02.949

UCR: We wouldn't have been able to do that without the cameras.

437

00:54:03.020 --> 00:54:04.120

UCR: Um

438

00:54:04.360 --> 00:54:09.769

UCR: bicycle theft big issue on campuses. I imagine it's just as big. Here is it

439

00:54:09.840 --> 00:54:15.830

UCR: used to be on red ones. We've deployed some other measures to to counter that at Redlands. But

440

00:54:16.310 --> 00:54:17.470

UCR: uh

441

00:54:17.550 --> 00:54:22.620

UCR: cameras are a great um multiplier of the resources that you have available.

442

00:54:23.100 --> 00:54:29.450

UCR: You know I I've got eleven officers, the red ones. I typically put two officers out on a shift

443

00:54:29.560 --> 00:54:36.959

UCR: to cover one hundred and eighty acres, you know they can't be everywhere at once. Here you have one thousand nine hundred acres uh to be patrolled.

444

00:54:37.230 --> 00:54:43.890

UCR: Uh, I don't know how many officers are deployed here, probably two or three on a shift, maybe a supervisor in addition to that,

445

00:54:43.930 --> 00:54:46.680

UCR: so cameras can be a big

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00:54:46.960 --> 00:54:54.710

UCR: um investigative tool after the fact, and it can be a big Uh preventer by having it monitored actively.

447

00:54:55.020 --> 00:55:00.810

UCR: It's also a deterrent just by having a camera up. Uh, you know, there are some places that will put fake cameras up. Um!

448

00:55:01.020 --> 00:55:13.890

UCR: The problem with that is it. It provides a all sense of security. Also, if somebody feels that they're uh being protected by a camera, and it's not really a operational camera. So there's some issues with that. But,

449

00:55:13.910 --> 00:55:18.849

UCR: uh, some of the drawbacks on cameras. I know there's uh people that feel that

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00:55:18.920 --> 00:55:22.339

UCR: they're being surveilled. They're being watched. Um

451

00:55:22.680 --> 00:55:27.719

UCR: license plate, reader cameras. Some people feel that. Uh, that data is being stored, and

452

00:55:27.920 --> 00:55:29.910

UCR: and it can be used

453

00:55:29.990 --> 00:55:39.610

UCR: kind of an infringement of their privacy. Um, those are all discussions to be had uh prior to rolling those type of systems out and

454

00:55:39.750 --> 00:55:44.459

UCR: making sure that that fears are uh are addressed, and

455

00:55:45.180 --> 00:55:46.939

UCR: you know, at Redlands we

456

00:55:47.580 --> 00:55:50.499

UCR: we were going to put license plate reader cameras on our

457

00:55:50.780 --> 00:55:57.350

UCR: our driveways into our parking facilities, and the community pushed back um to the point where

458

00:55:57.370 --> 00:56:06.259

UCR: we decided, Okay, we won't put uh license plate reader, cameras up uh, but we do have the other cameras up on campus. So again it's about communication.

459

00:56:15.560 --> 00:56:25.209

UCR: Uh another question via the Webinar. Please detail your experience with with us restorative justice, and how it can be implemented on our campus

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00:56:25.260 --> 00:56:27.819

UCR: uh well, at the University of Redlands we

461

00:56:28.360 --> 00:56:31.130

UCR: initiated a restorative justice program

462

00:56:31.430 --> 00:56:34.250

UCR: because what we had seen was um

463

00:56:34.930 --> 00:56:38.210

UCR: in our Greek organizations we were having a problem with

464

00:56:38.320 --> 00:56:41.050

UCR: over consumption of alcohol. We were having

465

00:56:41.450 --> 00:56:50.250

UCR: six or eight alcohol transport uh for alcohol poisoning every night uh every well, every party night, usually Thursday through Saturday

466

00:56:50.970 --> 00:56:57.630

UCR: into Sunday, and we decided that we needed to put more responsibility on the students that were having

467

00:56:57.740 --> 00:57:00.319

UCR: those parties and having them

468

00:57:00.700 --> 00:57:07.149

UCR: monitor those parties more responsibly, and being responsible for not only themselves, but also their attendees.

469

00:57:07.460 --> 00:57:18.440

UCR: So we temporarily moved parties off of uh Fraternity Row and and sorority row we have, We have the Org's houses on our campus. I don't believe you have that here. Uh

470

00:57:18.560 --> 00:57:22.839

UCR: It's It's a little bit of a challenge. Um, but but we make do

471

00:57:24.240 --> 00:57:37.789

UCR: so. We move parties off of uh front row, and we're already row, and brought them to the inter of the campus while we could rethink. How are we going to better accomplish uh what we're trying to do as far as managing the alcohol consumption,

472

00:57:38.160 --> 00:57:48.309

UCR: I can tell you. The Greek organizations did not like moving away from their houses for their parties. They wanted to be in their environment. Um! Some of the parties went away, some went off campus,

473

00:57:48.390 --> 00:57:55.709

UCR: but then, after I worked with the director of our student conduct, and we came up with the restorative justice model that we wanted.

474

00:57:56.400 --> 00:58:01.589

UCR: We allowed them to have the parties back at their houses, but what we required was

475

00:58:01.630 --> 00:58:09.039

UCR: that, depending on the level of attendance at the party, they had to have a designated amount of what we called silver hosts,

476

00:58:09.060 --> 00:58:12.189

UCR: and those were members of the Greek organizations

477

00:58:12.270 --> 00:58:15.809

UCR: who committed that for that party they would not consume alcohol,

478

00:58:15.990 --> 00:58:24.479

UCR: and they would have to come to my station and take a breath test before the party, showing that they were zeros on their blood alcohol.

479

00:58:24.610 --> 00:58:34.160

UCR: Then they would go, and they would be the sober host. They would check the students in, make sure that people were of age, and they were riskbanded, and they were the ones that could drink

480

00:58:34.450 --> 00:58:36.929

UCR: um. And then at the end of the party

481

00:58:37.000 --> 00:58:51.929

UCR: they would come back to our station and take another breath test, and if it didn't show zeros again on the breath test if they didn't fulfill their job as a sober host. Then there were sanctions against the organization that hosted the party,

482

00:58:52.350 --> 00:58:53.330

UCR: so

483

00:58:53.970 --> 00:59:05.950

UCR: if they violated, they they lost their party privilege. So what we did is we put the responsibility where my department used to have to respond out and deal with situations, and put it back on the students that if you want to party,

484

00:59:06.480 --> 00:59:12.920

UCR: we're great with that. But you have to do it responsibly, and our issues with alcohol transport went to zero.

485

00:59:13.610 --> 00:59:21.830

UCR: We still have the pre-gamers that we drink too much in the Res hall before the party and then we'd have to go and deal with those, but that wasn't the Greek organization so

486

00:59:22.070 --> 00:59:23.000

issue

487

00:59:27.240 --> 00:59:36.780

UCR: all right, You know we're having a really good conversation, and lots of questions are coming in, but we are at time. So I just want to thank you, Jeff. Uh for your presentation, and answers to your questions.

488

00:59:36.790 --> 00:59:52.710

UCR: Um, So just a reminder. Everyone for those of you who are joining virtually and in person. Um, please, don't forget to submit your feedback via the candidate feedback survey. You can find that on our executive searches website, and with that thank you for your attendance and thank you, Jeff,