

WEBVTT

1

00:00:02.680 --> 00:00:12.679

UCR: All right, everyone. Thank you for joining us. I'm just gonna give it another minute or so to ensure that everyone's who's joining us virtually has time to log in and connect to their audio.

2

00:00:30.830 --> 00:00:47.630

UCR: All right, Let's get started. So good afternoon, everyone. Thank you for taking the time to join and participate in today's Vision Seminar for Ucr's next Director of Campus Safety Services. I'm Tony Adams, director of Human Resources, and I am supporting this search.

3

00:00:47.640 --> 00:00:57.999

UCR: I'm joined today by our candidate, Raymond. A. Get a ray is currently the executive director at the California College and University Police Chiefs Association.

4

00:00:58.020 --> 00:01:11.390

UCR: Previous to his current role. Ray served as the chief of police at the California State University Police Department. He received his bachelor's degree from the University of the Philippines and Master's degree from the University of Pittsburgh.

5

00:01:11.470 --> 00:01:28.950

UCR: Please be advised that we provided Ray with a prompt for the vision seminar, and he will spend about twenty minutes discussing the following topics, the opportunities and challenges facing, policing over the next few years the specific opportunities and challenges he sees here at Uc. Riverside

6

00:01:28.960 --> 00:01:33.779

UCR: and his vision for Ucrpd, and how he would work towards achieving that goal.

7

00:01:35.060 --> 00:01:53.800

UCR: Okay. So once Ray is done with his presentation, we'll open up the session for any questions that you all may have for those of you who are joining us in person. Please feel free to raise your hand, and one of our team members will come to you for those of you who are joining us virtually. Please submit your question using the Q. A. Feature. With that i'll hand it over to Ray.

8

00:01:54.620 --> 00:01:55.889

UCR: Thank you, Tonya.

9

00:01:56.140 --> 00:01:57.860

UCR: Good afternoon, everybody

10

00:01:58.070 --> 00:02:07.549

UCR: again. My name is Ray Gary. Thank you for spending time out of out of your busy day to be here uh to spend time with me uh with at my vision. Seminar.

11

00:02:07.760 --> 00:02:08.810

UCR: Um,

12

00:02:09.520 --> 00:02:11.809

UCR: i'm one of your candidates for the Director

13

00:02:11.840 --> 00:02:14.960

UCR: uh Campus Safety Services Chief of police position.

14

00:02:15.030 --> 00:02:19.880

UCR: But before I get to the meat of my presentation i'd like to give you some

15

00:02:20.250 --> 00:02:26.719

UCR: uh background on who I am, what i'm all about, and uh, where I intend to go.

16

00:02:26.820 --> 00:02:28.339

UCR: And um

17

00:02:28.400 --> 00:02:31.040

UCR: moving forward what my vision is.

18

00:02:31.240 --> 00:02:35.100

UCR: Um. So that's the Philippine flag on the left.

19

00:02:35.180 --> 00:02:41.140

UCR: Yeah, if you're familiar, I was born in the Philippines. The photo on the left is of me and my mom

20

00:02:41.250 --> 00:02:45.210

UCR: uh, When I was uh barely two years old, we moved to Hong Kong,

21

00:02:45.350 --> 00:03:03.269

UCR: where I spent ten years of my childhood in Hong Kong. That's the photo of the family in Hong Kong in the mid seventies. Uh I was. I was the cutest kid there in the photo. Um, I put the Hong Kong flag there, because when we were living there was a British colony,

22

00:03:03.340 --> 00:03:20.569

UCR: so you can see why there's a Union Jack flag in the flag of Hong Kong. I spent ten years there. Um! And that's where I really got to appreciate diversity because we had friends from every part, almost every part of the the planet. I had friends from North Africa, from

23

00:03:20.580 --> 00:03:33.160

UCR: Central Africa, from East and Western Europe, Southeast, Asia, East Asia. So I I thoroughly thrived in my childhood in that diverse climate in Hong Kong.

24

00:03:33.500 --> 00:03:39.149

UCR: Um I ended up speaking Cantonese. I'm no longer fluent. Um

25

00:03:39.290 --> 00:03:49.949

UCR: I still I can still get by. I'm fluent in my native Tagalog Filipino language, because my my mom and dad said you need to learn that, and I can still speak to a little Spanish.

26

00:03:50.990 --> 00:03:55.219

UCR: So we went back to the Philippines. I finished high school

27

00:03:55.420 --> 00:04:00.489

UCR: and college. The photo. On the left is the University of the Philippines campus, the

28

00:04:00.610 --> 00:04:01.750

UCR: Um

29

00:04:02.320 --> 00:04:09.430

UCR: beautiful campus. I graduated from the University of the Philippines in one thousand nine hundred and eighty six, with a bachelor's degree in sociology.

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00:04:09.470 --> 00:04:22.699

UCR: Photo On the right is the University of Pittsburgh Campus in Pittsburgh, Pennsylvania, not Pittsburgh California Pittsburgh Pennsylvania, that is uh the Cathedral of Learning uh right in the middle of campus.

31

00:04:22.720 --> 00:04:39.170

UCR: Um, It's almost like, you know, taking the Chrysler building in New York and planting it right in the middle of a park. That's that's the pit campus. Thoroughly enjoyed my two years pursuing a master's degree in public and international affairs at the University of Pittsburgh.

32

00:04:41.180 --> 00:04:43.260

Um! That's me on the left.

33

00:04:44.220 --> 00:04:57.979

UCR: Uh, quite honestly, I I was in my mid twenties first arrived in the Us. Lived in Northern California. I actually had a ponytail uh if you can't see it too well. But my hair was that long I actually could put it in a ponytail.

34

00:04:58.110 --> 00:04:59.070

Um.

35

00:04:59.270 --> 00:05:01.139

UCR: The photo in the middle

36

00:05:01.290 --> 00:05:13.719

UCR: is me getting sworn in as a police officer for the Palo Alto Police department in one thousand nine hundred and ninety-seven. I got my us citizenship in one thousand nine hundred and ninety-six became a cop in one thousand nine hundred and ninety-seven. So that's the chief

37

00:05:13.860 --> 00:05:24.330

UCR: congratulating for being sworn in as a police officer, thoroughly enjoyed my time. I moved to a community college police department, became a sergeant.

38

00:05:24.650 --> 00:05:29.039

UCR: I'll handle patrol. I was an investigator. I handled sex crimes.

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00:05:29.120 --> 00:05:33.580

UCR: I was a field training officer, Fields training supervisor.

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00:05:33.760 --> 00:05:41.529

UCR: I was um. I was doing background investigation. So I was moving up the career ladder, thoroughly enjoying my career in law enforcement

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00:05:43.040 --> 00:05:59.890

UCR: uh the photo on the left. That's me being sworn in as a police chief on two thousand and six. I became a police chief for a small community college police department in San Jose, California. In the Bay area two campus college district, about eighteen thousand students. I had a staff of about twelve officers,

42

00:05:59.900 --> 00:06:16.519

UCR: Um. And ten civilian staff members. We had a small budget, but we uh we're pretty uh good with relationship building on our campus as well as as conducting law enforcement activities. In two thousand and fourteen I took a promotional opportunity and career advancement move.

43

00:06:16.530 --> 00:06:27.219

UCR: I became police chief for the largest community college police department in California, the San Diego Community college police department, forty police officers, about fifty civilian staff

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00:06:27.530 --> 00:06:46.959

UCR: uh Community college in San Diego is the second largest in California. We had about one hundred thousand students, Five campuses spread across Um, the city of San Diego, so I was tasked to make sure that we protected those facilities. And Um and it's student population and all those campuses,

45

00:06:47.460 --> 00:06:59.180

UCR: and I always believe that the pinnacle to a career in education. Law enforcement is to become a University police chief. I was lucky enough to achieve that in two thousand and eighteen the photo on the right

46

00:06:59.680 --> 00:07:07.570

UCR: um to be Police Chief for Cal State Fullerton Police department in two thousand and eighteen, where I retired in august of two thousand and twenty-one.

47

00:07:09.230 --> 00:07:12.690

UCR: So that's me professionally. Personally,

48

00:07:12.730 --> 00:07:27.620

UCR: my son is twenty-seven. He lives and works in Las vegas That's the photo on the left where foodies we love to eat every place we can. We try the new cuisine out there? We travel a lot. That's us top photo uh in Paris

49

00:07:27.640 --> 00:07:44.750

UCR: uh familiar landmark of Paris, my girlfriend, and I spend a lot of time in Scotland. We love traveling to Scotland. Beautiful country uh photo on the right bottom photo uh center photo is me in Manchester, England. I'm a soccer fan

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00:07:44.760 --> 00:08:00.330

UCR: um as often as I can. I go to England to watch soccer games. Um, that's my weakness. Um! And on the right. I'm a proud owner of a nineteen year old Harley Davidson, so thoroughly enjoyed writing. I've always been writing since I was a kid,

51

00:08:02.220 --> 00:08:03.250

UCR: So

52

00:08:03.360 --> 00:08:10.210

UCR: let's get to the meat of my presentation. What are the challenges and opportunities that face law enforcement?

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00:08:10.530 --> 00:08:13.789

UCR: Um within the next several years to the next decade

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00:08:14.360 --> 00:08:19.320

UCR: first and most important to me is to develop and to regain the trust that's been lost.

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00:08:19.390 --> 00:08:32.690

UCR: Uh, that's been lost because of really poor leadership and poor performance criminal behavior from some members of our profession that's affected the entire profession as a whole around the country.

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00:08:32.960 --> 00:08:37.399

UCR: These are generic photos on your left, and the bottom center

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00:08:37.530 --> 00:08:41.189

UCR: of the black lives. Matter protests. We all remember that.

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00:08:41.340 --> 00:08:47.730

UCR: And what is the image when it comes to the police at the black lives. Matter, protest the last few years

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00:08:47.940 --> 00:08:49.700

UCR: uh police. And right here

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00:08:50.730 --> 00:08:56.519

UCR: photo on the right. That's me at one of our campuses in San Diego Mesa College.

61

00:08:56.900 --> 00:08:57.980

UCR: Um,

62

00:08:58.020 --> 00:09:00.949

UCR: that's a group of students that were at the quad.

63

00:09:01.170 --> 00:09:04.349

UCR: Um, The sign says, Take a seat, make a friend.

64

00:09:04.910 --> 00:09:10.189

UCR: We need to make friends. Law enforcement needs to make a committed,

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00:09:10.220 --> 00:09:18.099

UCR: consistent and genuine effort to make friends. Um! And that is a matter of survival for law enforcement,

66

00:09:18.300 --> 00:09:21.310

UCR: not just for campuses, but law enforcement as a whole.

67

00:09:23.960 --> 00:09:26.859

UCR: Another opportunity is to become a change. Age

68

00:09:27.030 --> 00:09:34.519

UCR: and reimagine public safety philosophy, whether it's on a campus or in your local town cities, or communities.

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00:09:34.680 --> 00:09:37.119

UCR: And what is that re-imagined philosophy?

70

00:09:37.350 --> 00:09:49.219

UCR: It's outreach getting to know your communities be genuinely involved in your communities. Be genuinely involved in the activities and the life, the lives of your community members,

71

00:09:49.290 --> 00:09:51.120

UCR: and be participatory,

72

00:09:51.320 --> 00:09:52.920

UCR: the collaborative,

73

00:09:52.980 --> 00:09:54.560

UCR: and be engaged.

74

00:09:54.970 --> 00:09:57.550

UCR: That is a reimagined philosophy.

75

00:09:57.990 --> 00:10:15.109

UCR: This is a photo of one of those small projects I undertook at Cal State Fullerton. Uh, I just talking to some folks about it uh over lunch is a selfie. I I called it the selfie with the chief program. So what happened was I would we would put out on social media

76

00:10:15.120 --> 00:10:20.560

UCR: that the chief was around the campus, and the first student, or whoever could it be? A staff member could be faculty?

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00:10:20.910 --> 00:10:23.509

UCR: First person who saw the chief

78

00:10:24.250 --> 00:10:33.259

UCR: would take a selfie, and they would win a prize from the police department sometimes be a twenty, thirty dollars, forty dollars, a gift card from Starbucks, something even bigger.

79

00:10:33.300 --> 00:10:36.720

UCR: But that simple program morphed,

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00:10:36.830 --> 00:10:45.719

UCR: and the the feedback from the campus community was overwhelmingly positive. That alone gets officers out

81

00:10:46.140 --> 00:10:48.539

UCR: and engaged with the community,

82

00:10:48.620 --> 00:10:54.189

UCR: so much so that this program was actually adopted by some Orange County police departments.

83

00:10:54.350 --> 00:10:58.200

UCR: Here's a University police chief, and now you've got Blaine, A. Park, Pd.



84

00:10:58.260 --> 00:11:10.190

UCR: Going with the Selfie with the Chief, not as effective, not as good-looking as the chief here, but but nonetheless, you know, we were a trendsetter just one simple way to reach out to the community.

85

00:11:11.660 --> 00:11:15.540

UCR: Another challenge is to practice procedural justice

86

00:11:15.610 --> 00:11:23.860

UCR: and implement the Presidential task force Recommendations for twenty-first century policing in in the police departments around the country.

87

00:11:24.040 --> 00:11:30.409

UCR: The photo on the left, or the diagram on the left. Here is procedural justice. It's a law enforcement doctrine

88

00:11:30.580 --> 00:11:37.240

UCR: that teaches officers to be to exercise neutrality. Be respectful, be trustworthy

89

00:11:37.260 --> 00:11:40.990

UCR: and have a give the people that they're contacting a voice.

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00:11:41.220 --> 00:11:48.929

UCR: I know it sounds so basic, but yet it still has to be taught to law enforcement officers, it still has to be in green to them.

91

00:11:48.970 --> 00:12:07.399

UCR: Photo in the middle. This is the game changer program that I established and help set up at San Diego and my agency in San Diego and Cal State Fullerton. It's a nonprofit group that hosts focus. Groups, puts officers and members of the community together,

92

00:12:07.410 --> 00:12:10.120

UCR: and we dialogue for three, four hours,

93

00:12:10.260 --> 00:12:16.120

UCR: and trust me, Three or four hours is not enough time, but it gets the conversation started.

94

00:12:16.170 --> 00:12:18.889

UCR: Sometimes it can be. He uh heated.

95

00:12:18.930 --> 00:12:33.940

UCR: Not a lot of people end up being happy, but at least the conversations are starting. Communication is happening, and it can range from anywhere from perceptions, misperceptions uh experiences, personal experiences,

96

00:12:33.950 --> 00:12:49.219

UCR: community experiences that members of our community have experienced with police officers, and it also explains or provides information from the police officer side what they go through, living the life of a police officer, very cathartic

97

00:12:49.440 --> 00:12:51.899

UCR: and very important program, I believe.

98

00:12:52.170 --> 00:12:55.710

UCR: And finally, on this page. On the right

99

00:12:56.370 --> 00:12:59.080

UCR: are the six pillars of recommendation

100

00:12:59.300 --> 00:13:02.359

UCR: that the Presidential task force recommended

101

00:13:02.510 --> 00:13:14.030

UCR: that police departments look into and start to address that presidential task. Force was from Uh President Obama's uh tenure as a President, building trust and legitimacy

102

00:13:14.340 --> 00:13:19.760

UCR: policy and oversight technology and social media, community policing, crime, reduction

103

00:13:19.780 --> 00:13:26.880

UCR: training and education, officer, wellness and safety. A lot of these elements are present in the Uc. Community safety plan.

104

00:13:28.350 --> 00:13:46.650

UCR: Another challenge is to continue finding the right people with the right mindset to be members of your police departments. This is a generic generic photo of female police officers. I know we have a good percentage

here, but we can do better to get more police officers, female police officers out there.

105

00:13:46.670 --> 00:13:59.619

UCR: Every police department should be working hard on that. We need more members of our uh minority communities as police officers. We need more members of our Lgbtq community to be police officers.

106

00:14:02.170 --> 00:14:08.809

UCR: Let me go to the second item, which is what the opportunities and and challenges are that

107

00:14:08.870 --> 00:14:11.210

UCR: uh our present at Ucr.

108

00:14:11.450 --> 00:14:17.120

UCR: Specifically for the police department as and for me as a potential

109

00:14:17.590 --> 00:14:20.100

UCR: director for campus safety services.

110

00:14:21.240 --> 00:14:32.429

UCR: It's successfully implementing this community safety plan. But we can only do that through a committed collaborative philosophy with a division of uh health, wellness and safety,

111

00:14:32.560 --> 00:14:36.950

UCR: with care caps, student affairs, health services,

112

00:14:37.160 --> 00:14:39.149

UCR: with academic affairs,

113

00:14:39.200 --> 00:14:44.390

UCR: with student life, with student leadership, with a black student organization,

114

00:14:44.420 --> 00:14:47.290

UCR: with sorority and fraternity Life

115

00:14:47.440 --> 00:14:53.030

UCR: with um other organizations uh the dreamers program.

116

00:14:53.290 --> 00:15:04.610

UCR: We've got so many partnerships that we need to work on and develop and really sustain in order for the Uc Uh Community safety plan to to be uh a success.

117

00:15:05.710 --> 00:15:13.260

UCR: Another opportunity is to partner with campus and external organizations to develop training and education.

118

00:15:14.400 --> 00:15:32.180

UCR: Photo top left. Here is a d generic d iphone. I wanted to emphasize that I've worked extensively with, Uh. Hrs, the I team at Cal State Fullerton. We put together training sessions for not only the campus community, but for police officers too.

119

00:15:33.560 --> 00:15:48.690

UCR: Uh, there were. We had listening sessions where we could just listen. They could. We could just listen to police officers vent and uh share their experiences, and we had uh community members also share their experiences, especially after the murder of George Floyd

120

00:15:48.810 --> 00:15:51.930

UCR: how they were dealing with it, how they were coping with it.

121

00:15:52.350 --> 00:15:54.180

UCR: Um! The middle photo

122

00:15:54.580 --> 00:15:56.880

UCR: heather, young or younger.

123

00:15:57.010 --> 00:15:58.030

UCR: Uh

124

00:15:58.320 --> 00:16:07.139

UCR: I got her as a consultant to come in to the police department to teach uh emotional intelligence for our police officers.

125

00:16:07.300 --> 00:16:16.650

UCR: It's not meant wasn't meant to insult the intelligence of our officers, but everybody needs to understand where different perspectives are coming from.

126

00:16:16.750 --> 00:16:18.490

UCR: Very cathartic, too.

127

00:16:18.810 --> 00:16:24.629

UCR: Um Heather wrote this book. It's called The The Art of Caring Leadership.

128

00:16:25.100 --> 00:16:29.930

UCR: I'm in that book she mentions me that's not a plug. I I don't get royalty for that.

129

00:16:30.020 --> 00:16:41.840

UCR: But if you want to get to know me a little better. Um! I have a dozen at home. Just let me know i'll send it to you, and then that's the that's the game. I'm sorry that was the game changer uh logo

130

00:16:42.460 --> 00:16:53.829

UCR: uh on the far right there. That focus group That, I believe, is just the start of getting conversations, difficult conversations to start on campus.

131

00:16:55.600 --> 00:16:58.049

UCR: There's an opportunity to partner with our

132

00:16:58.080 --> 00:16:59.320

UCR: campus

133

00:16:59.410 --> 00:17:01.669

UCR: to address mental health concerns

134

00:17:02.080 --> 00:17:03.600

UCR: at at Ucr

135

00:17:04.099 --> 00:17:20.690

UCR: with the Community Safety plan. We know what our role is as uniformed armed police officers. We don't have to be at every mental health call That's where the swift team members come into play. That's where the unarmed Uh campus safety officers come into play,

136

00:17:20.839 --> 00:17:28.960

UCR: but as uniform sworn police officers, we have to have a really committed level of service

137

00:17:29.140 --> 00:17:38.879

UCR: and mindset that we need to be part and parcel of this ever growing uh dilemma and crisis on our campuses every year.

138

00:17:39.050 --> 00:17:44.739

UCR: Um, our students, our young adult students, go through so many stressors,

139

00:17:44.840 --> 00:18:02.790

UCR: you know you. You just add in Covid. Uh. Now, it's the economy. If you've got social media, we need to know what our role is in addressing um campus uh, or mental health on campus. Very important critical uh challenge here.

140

00:18:04.020 --> 00:18:07.279

UCR: There's an opportunity to enhance our training

141

00:18:07.390 --> 00:18:11.169

UCR: to continue to meet the challenges to campus public safety.

142

00:18:11.410 --> 00:18:19.009

UCR: You see, Rpd. Is post accredited, so that we have to meet the state requirements for maintaining a police department.

143

00:18:19.520 --> 00:18:22.550

UCR: You need police officers that can

144

00:18:22.760 --> 00:18:24.070

UCR: effectively

145

00:18:24.970 --> 00:18:38.790

UCR: neutralize an armed threat, and to respond to other types of crises on campus, whether it's a sexual assault, investigation, or incident and investigation, whether it's a hate crime,

146

00:18:38.900 --> 00:18:49.929

UCR: whether it's any other type of critical incident on campus. You need police officers. You deserve police officers that are highly skilled. I don't have to tell you

147

00:18:50.090 --> 00:18:58.640

UCR: uh the Juvaldi Texas incident. There is a lack of leadership because that happened because of a lack of leadership, lack of training

148

00:18:59.040 --> 00:19:01.820  
UCR: Lack of good police officers.

149  
00:19:02.710 --> 00:19:06.590  
UCR: We cannot uh, we cannot afford to have that.

150  
00:19:08.280 --> 00:19:12.080  
UCR: And there's also the opportunity to become a front-runner

151  
00:19:12.270 --> 00:19:22.909  
UCR: by leveraging new and emerging technologies to address campus safety concerns whether it's in the area of police dispatch and communications,

152  
00:19:23.300 --> 00:19:29.350  
UCR: campus, security cameras, accountability, type technologies, such as body cameras.

153  
00:19:29.850 --> 00:19:41.579  
UCR: Let's look at what's out there, such as artificial intelligence, and how we can apply that to making our public Safety Service delivery even more effective on campus.

154  
00:19:45.140 --> 00:19:46.420  
UCR: And finally,

155  
00:19:47.370 --> 00:19:49.279  
UCR: I want to share with you

156  
00:19:49.380 --> 00:19:51.250  
UCR: what my vision is.

157  
00:19:51.900 --> 00:19:53.570  
UCR: Uh for Ucr,

158  
00:19:53.810 --> 00:19:57.649  
UCR: potentially as your director, and how I would go about

159  
00:19:57.670 --> 00:20:01.900  
UCR: achieving um and completing that vision.

160  
00:20:02.150 --> 00:20:13.120

UCR: My vision is to make the community safety plan a success at Ucr and make it second nature for both the police department for police officers and members of the campus community

161

00:20:13.250 --> 00:20:15.719

UCR: through effective outreach,

162

00:20:16.080 --> 00:20:19.630

UCR: examining our training and examining our values,

163

00:20:19.810 --> 00:20:28.219

UCR: constant communication, effective collaboration, and consistent accountability. These are folk folks. These are

164

00:20:28.580 --> 00:20:32.230

UCR: photos. Just over the last four years of myself

165

00:20:32.360 --> 00:20:35.679

UCR: and the members of the Cal State fuller to the community.

166

00:20:36.260 --> 00:20:43.029

UCR: I broached relationships. My officers broke brooch relationships, both both individually

167

00:20:43.170 --> 00:21:01.010

UCR: and collectively, as groups of students of staff members of faculty members on campus. And we need to do that, too. That's the only way that you see, a community safety plan can be a success. I reached out to my fellow Orange County chiefs uh colleagues,

168

00:21:01.020 --> 00:21:13.630

UCR: to make sure that we had a partnership solid enough that when, whenever we had a critical incidents, such as our twenty-nine homicide at cal state full, and we had enough resources and support from our outside agencies,

169

00:21:13.850 --> 00:21:18.579

UCR: and I'm strongly committed to accreditation and accountability.

170

00:21:18.820 --> 00:21:22.790

UCR: Uh cal state fullerton and This is a logo of Kalia. Here

171

00:21:23.170 --> 00:21:34.680



UCR: Cal State Fullerton uh was re-accredited under my watch as Chief of police by Kaliya kaliya is the commission on Accreditation of law enforcement agencies. It's a nationwide one

172

00:21:35.160 --> 00:21:41.369

UCR: accreditation agency, and in the top right is the photo is a logo of it.

173

00:21:41.540 --> 00:21:52.369

UCR: The mandate for Uh for the Uc police Department system wide is to be accredited by the International Association of Campus Law Enforcement Administrators right there,

174

00:21:52.770 --> 00:21:55.269

UCR: and I am committed to doing that as well.

175

00:21:56.950 --> 00:22:00.459

UCR: Here's my last slide. This is actually a video

176

00:22:00.860 --> 00:22:03.690

UCR: I call this. This is what it's all about.

177

00:22:04.110 --> 00:22:18.549

UCR: Every member of the police departments aren't our non sworn civilian, or we uniform police need to participate me, need to make an active effort to be engaged in community life and student life

178

00:22:18.950 --> 00:22:22.799

UCR: Without that consistent effort we will not

179

00:22:23.040 --> 00:22:33.120

UCR: gain the trust. We will not gain the respect. We will not gain the collaborative relationship that we seek through this Uc Community safety plan.

180

00:22:33.440 --> 00:22:34.420

UCR: Now,

181

00:22:34.470 --> 00:22:38.179

UCR: um, this is a short video. I'll play it while i'm talking.

182

00:22:39.470 --> 00:22:40.410

Oops.

183

00:22:50.550 --> 00:22:54.139

UCR: It just shows my lack of soccer skills. But there you go.

184

00:22:54.220 --> 00:22:59.500

UCR: Um! So this was in two thousand and eighteen. I I saw the soccer team

185

00:22:59.570 --> 00:23:04.280

UCR: uh men's and women's for Cal State Fullerton. They were out putting out a

186

00:23:04.540 --> 00:23:05.670

UCR: um

187

00:23:05.700 --> 00:23:09.020

soccer camp for young kids, so I went out there,

188

00:23:09.160 --> 00:23:16.879

UCR: and this young soccer player just came up and said, Hey, you want to help out? You want to practice with us. So I said, sure

189

00:23:17.440 --> 00:23:33.140

UCR: if we see more of this, and our community sees more of this, and we genuinely need it. It's not just checking the box. If we genuinely mean it. We will. Such make such a big and positive impact on our campuses, regaining the trust and developing the trust

190

00:23:33.230 --> 00:23:34.680

UCR: uh that we

191

00:23:35.000 --> 00:23:38.570

UCR: unfortunately have lost over the last several years.

192

00:23:38.950 --> 00:23:41.260

With that. Thank you, ladies and gentlemen,

193

00:23:41.370 --> 00:23:43.080

UCR: and I'm open for questions.

194

00:23:44.190 --> 00:24:00.650

UCR: All right. Thank you. Ray, for that. Okay, All right. We'll open up the session for any questions that you all may have as just a reminder. If you're joining us in person, please raise your hand. We'll get to you, and then, if you're joining us virtually, please submit your question via the Q. A. Feature

195

00:24:19.700 --> 00:24:22.209

UCR: they were skipping me

196

00:24:22.220 --> 00:24:39.890

UCR: uh Wade Stern, I'm uh police officer at our police department here for the last twenty years, also uh represent the officers on behalf of the Union. And um I uh, the video is great shows all this interaction with the students, and just from our perspective, one of the things that's missing here

197

00:24:39.900 --> 00:24:54.809

UCR: is our interaction with the students. We see a lot of the chief interactions We hear a lot of the chief interactions with the community, and we appreciate that. But what we're as officers are starving for is that same interaction? So

198

00:24:54.820 --> 00:25:12.820

UCR: um! How did you involve your student or your your staff to do that same thing? And um! What have they done with you in combination, together with these events, as I see you and i'm wondering how the student your staff has been involved in that, too, because that's something we're we're hungry, for,

199

00:25:12.830 --> 00:25:15.660

UCR: you know. That's good to hear way. Um,

200

00:25:15.800 --> 00:25:21.939

UCR: I love to hear that you're hungry for it uh my staff were just equally as um

201

00:25:22.110 --> 00:25:25.160

UCR: participatory in events like these.

202

00:25:25.780 --> 00:25:34.929

UCR: For this particular event there were only two soccer players in in the department myself and a sergeant, so we were the only ones active with the soccer teams at Cal State, Fullerton.

203

00:25:34.990 --> 00:25:37.159

UCR: But the officers were active.

204

00:25:37.780 --> 00:25:42.220

UCR: Did I want more participation? Absolutely? Um,

205

00:25:42.830 --> 00:25:46.970

UCR: Quite honestly. Some were just checking the box and saying, You know what? Okay, I'll do it.

206

00:25:47.210 --> 00:25:50.819

UCR: What What I need is a paradigm shift,

207

00:25:50.870 --> 00:26:07.899

UCR: as you know, there's there's a paradigm shift happening we need. We need to have a culture shift where officers really engage the community, not just checking the box or not, just seeing quite honestly, not just saying. You know what it's great over time for me,

208

00:26:08.220 --> 00:26:12.800

UCR: but really engaging them, and I know every member of the department can do it.

209

00:26:13.110 --> 00:26:28.439

UCR: My men and women at Cal State. Fullerton. Did. I don't have the photos to show it. There's a lot out there. All you need to do is go to the Cal. State, the Fullerton, Pd. Um. Facebook and social media pages. You'll see them constantly engaging,

210

00:26:28.450 --> 00:26:34.559

UCR: and that's what we need. That's what this campus needs. Is constant engagement, constant collaboration,

211

00:26:34.620 --> 00:26:39.140

constant communication. Even if the communication coming our way is negative.

212

00:26:39.230 --> 00:26:45.670

UCR: Don't, let that stop. You don't make it personal and just continue to engage, because at some point

213

00:26:46.170 --> 00:26:52.300

UCR: the mere fact that you're trying to reach out to the community, they will appreciate the community will appreciate it.

214

00:26:52.850 --> 00:26:53.820

Um!

215

00:26:54.000 --> 00:26:59.659

UCR: That's what I can say, and and again wait. Thank you for being hungry, because there's

216

00:26:59.750 --> 00:27:07.040

UCR: there's a lot of food out there for the Department to feed on. Quite honest that you know the community is hungry, too.

217

00:27:07.090 --> 00:27:14.680

UCR: They're They're starving for outreach from the police department. We just don't hear it, because there's a lack of trust

218

00:27:14.770 --> 00:27:19.509

UCR: right? They really don't want to reach out to us, because you know, it's another

219

00:27:19.540 --> 00:27:22.710

UCR: from the police department, but they're hungry,

220

00:27:22.830 --> 00:27:26.229

UCR: and it's when we regain that trust incrementally.

221

00:27:26.510 --> 00:27:27.989

UCR: Then we can start

222

00:27:28.490 --> 00:27:31.040

UCR: getting said, and so can they.

223

00:27:34.380 --> 00:27:51.559

UCR: Hi! My name is Nikki. Um, i'm the assistant director of advocacy on the campus. Um, You talked about game changer program. So what type of outcomes have you had out of the game changer program? And you have a lot of discussions. But what came out of those discussions within the community.

224

00:27:51.670 --> 00:28:03.739

UCR: Uh, Nikki, Thank you for asking that uh the game changer. The game changer program is run by Shawn Shepherd. If you go to Game changer one, you'll get to know more about the program. But uh,

225

00:28:04.010 --> 00:28:22.389

UCR: he actually was was going through the Research center at Uc. San Diego to look at the metrics and what he was looking. He, what he measured was the perceptions of put to towards police and towards the community. Um prior to and after

226

00:28:22.400 --> 00:28:26.310

UCR: the focus groups, so he would pass out uh

227

00:28:26.420 --> 00:28:34.820

UCR: automated uh survey forms, and there were a list of questions. What has your experience been, or what?

228

00:28:34.960 --> 00:28:39.080

UCR: What is your perception towards law enforcement? You go into the focus group

229

00:28:39.400 --> 00:28:40.480

UCR: Um,

230

00:28:40.610 --> 00:28:42.339

UCR: spend four hours there

231

00:28:42.480 --> 00:28:48.510

UCR: come out, and then you re-engage the same questions for similar questions.

232

00:28:48.580 --> 00:29:07.720

UCR: The answers, I don't have the statistics, but the answers um showed a vast appreciation on either side between community members towards police officers and police officers towards Uh community members, because there were misperceptions on both sides. It's not all about the community

233

00:29:07.730 --> 00:29:10.890

UCR: being having misperceptions about the police.

234

00:29:11.020 --> 00:29:22.179

UCR: We, as law enforcement officers also have our misperceptions on behavior and attitude towards the police department, so in that respect there was a mark change.

235

00:29:22.460 --> 00:29:39.220

UCR: He has the actual data I can. I can give you specific data and and how it there there was that shift, and that's why this program has been adopted by a lot of private Uh companies, as well as uh him being able to secure grants from

236

00:29:39.230 --> 00:29:44.749

UCR: the State of California as well as the the Department of Justice, Us. Department of Justice.

237

00:29:51.260 --> 00:30:09.080

UCR: I have a question from the Webinar, and looking at your resume, you have held a leadership role at a few different places in short period of time. Why, you see our after being retired, and what long term stability can you bring? If you were selected as a next director or police chief.

238

00:30:09.480 --> 00:30:27.350

UCR: Thank you, Rosio, and thank you for the the question that was sent to you uh every. Every career move I made was for promotional opportunities. Um, like I mentioned the first community college police department I work for was very small. We had a limited budget. I had a limited staff.

239

00:30:27.540 --> 00:30:32.839

UCR: I can't even begin to tell you what amount of or lack there of resources I had

240

00:30:33.160 --> 00:30:34.570

UCR: uh going to

241

00:30:34.640 --> 00:30:42.749

UCR: San Diego Community College, like I said, was the second largest community college district in California, with the larger police department, larger budget

242

00:30:42.770 --> 00:30:54.579

UCR: uh, more promotional Mo: more career opportunities for me personally in per uh career satisfaction having more um more challenges in Russ responsibilities managing a bigger department,

243

00:30:54.820 --> 00:31:00.280

UCR: and then ultimately again, career opportunity, Because I've always felt that the

244

00:31:00.650 --> 00:31:15.969

UCR: Ah, being a University police chief, is the pinnacle for a law enforcement career and educational policing. Uh, not to mention again the resources. So every level of educational policing has been promotional for me because of the the the growth in resources, one hundred and fifty,

245

00:31:17.860 --> 00:31:31.879

UCR: and and why I come back from retirement? Good question. I still ask myself that. Um! I've enjoyed retirement since I left cal State Florida. Um! I had family uh issues that I had to take care of.

246

00:31:31.920 --> 00:31:33.050

UCR: Um,

247

00:31:33.550 --> 00:31:36.860

UCR: uh! I had a fatality in in the family.

248

00:31:37.040 --> 00:31:40.390

UCR: Um! That was the primary reason why I retired.

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00:31:40.550 --> 00:31:41.600

UCR: Um!

250

00:31:41.800 --> 00:31:45.389

UCR: And I would have stayed retired until I saw this add again,

251

00:31:45.460 --> 00:31:57.880

UCR: and I took me a while before I put in for it, because I really wasn't sure whether I wanted to go get back in. I finally decided I did, because I realized I still have the public service bug in me,

252

00:31:58.110 --> 00:32:04.449

UCR: and I think I can do equally a good as good a job here that I did at Cal State, Fullerton, if not even better.

253

00:32:10.630 --> 00:32:18.459

UCR: I have another question from the Webinar. As you have mentioned, campus shootings have happened and are likely to occur again.

254

00:32:18.610 --> 00:32:23.669

UCR: This associates prevention, preparation, and planning a response.

255

00:32:23.830 --> 00:32:28.660



UCR: What are your thoughts about prevention and response to shootings on campus

256

00:32:29.470 --> 00:32:36.729

UCR: that there's a lot of levels of prevention. Um, addressing mental health is one,

257

00:32:36.890 --> 00:32:44.440

UCR: and sometimes we don't see it at the University level. Sometimes that starts as early as um

258

00:32:44.570 --> 00:32:46.289

UCR: the primary level

259

00:32:46.460 --> 00:32:47.800

UCR: and high school,

260

00:32:47.820 --> 00:32:51.430

UCR: and and that anger manifests itself

261

00:32:51.500 --> 00:32:56.979

UCR: on our campuses at the age that they're in for whatever reasons for whatever triggers.

262

00:32:57.540 --> 00:33:03.149

UCR: But our our mental health professionals need to be on top of assessing our students,

263

00:33:03.340 --> 00:33:06.170

UCR: providing them with the resources they need.

264

00:33:06.300 --> 00:33:08.349

UCR: Well, when symptoms show.

265

00:33:08.720 --> 00:33:19.129

UCR: Uh in in terms of preparation. I can only imagine that this police department, i'm confident that this police department is ready for an active shooter event.

266

00:33:19.440 --> 00:33:20.460

UCR: Um,

267

00:33:20.840 --> 00:33:32.590

UCR: because if it's not, then it's not providing the service that the community deserves. But i'm pretty sure it does, as most departments, at least in California are

268

00:33:32.950 --> 00:33:35.649

UCR: again. I go back to Texas

269

00:33:35.850 --> 00:33:39.150

UCR: and what for? Leadership for training

270

00:33:39.460 --> 00:33:42.520

UCR: um results and can result in

271

00:33:42.850 --> 00:33:49.529

UCR: uh, you saw the videos. Obviously, you know it's not fair to armchair quarterback as well,

272

00:33:49.800 --> 00:33:57.739

UCR: because there may be circumstances, but we it was pretty evident that the leadership and the officers just waited too long

273

00:33:58.010 --> 00:34:00.250

UCR: didn't even know what to do.

274

00:34:00.270 --> 00:34:03.680

UCR: We're trained to go towards the gunshots

275

00:34:03.810 --> 00:34:05.300

UCR: to engage.

276

00:34:05.720 --> 00:34:13.519

UCR: We team. We train in teams, sometimes in force on a campus environment. You're not even you don't even have the luxury of a pair.

277

00:34:13.580 --> 00:34:15.379

Sometimes you go alone.

278

00:34:15.739 --> 00:34:20.979

UCR: I don't know if this agency is trained to do that, but I trained myself, my officers, to go alone,

279

00:34:21.030 --> 00:34:24.299  
UCR: scary as it is for them. That's the reality,

280  
00:34:24.620 --> 00:34:29.179  
UCR: and we we send the support as as best we can as as quickly as we can.

281  
00:34:30.380 --> 00:34:33.120  
UCR: Did that answer the question.

282  
00:34:36.960 --> 00:34:54.610  
UCR: Hi! My name is I'm, the director of Underground scholarship. I work for formally incarcerated and system impacted students here on campus as well. Hi, um! In your presentation you mentioned surveillance and artificial intelligence. Can you please explain that? Because, uh, both of those things, especially our until our Ai

283  
00:34:54.810 --> 00:35:14.340  
UCR: is bias in in the development of those so still disproportionately packs impacts black and brown students. So how would you implement more surveillance and Ai here on campus. That's kind of concerning um, let me say, let me put it this way. Uh, that's a potential opportunity.

284  
00:35:14.350 --> 00:35:15.940  
UCR: Obviously There are many,

285  
00:35:16.030 --> 00:35:31.609  
UCR: you know, layers to go through it, whether that becomes a reality or not. And I mentioned that because I looked at those types of technologies. Uh, at my previous campuses. Um. And I came to realize that Ai is not

286  
00:35:31.780 --> 00:35:36.700  
UCR: focused solely. It does. It does. If you program it to be

287  
00:35:36.920 --> 00:35:44.459  
UCR: solely on individuals Um. And their races. As a matter of fact, it's not race, but it's clothing

288  
00:35:44.700 --> 00:35:49.959  
UCR: that are parameters to detect to help Ai detect potential shooters.

289  
00:36:14.890 --> 00:36:15.750  
Yeah.

290

00:36:19.180 --> 00:36:29.420

UCR: So um Artificial intelligence also goes towards identifying packages and and firearms. I think there's technology now where they can pinpoint

291

00:36:29.510 --> 00:36:37.399

UCR: potential firearms or packages, suspicious packages going back to your comment about clothing.

292

00:36:37.870 --> 00:36:42.409

UCR: Many times when the police are involved, we get information

293

00:36:42.520 --> 00:36:46.739

UCR: uh about potential suspects based on their clothing.

294

00:36:46.810 --> 00:36:57.239

UCR: Uh: in my experience in my career. I've never gone to or single single dot anybody without information that was relayed to me,

295

00:36:57.330 --> 00:37:01.389

UCR: whether it's from a member of the community. Um.

296

00:37:01.430 --> 00:37:07.860

UCR: As a matter of fact, it's almost always from the member of the community or members of the community that provide us that information.

297

00:37:07.920 --> 00:37:11.839

UCR: So I know how it can seem to target

298

00:37:12.140 --> 00:37:22.939

UCR: uh individuals because of clothing. You know. My my son wears a hoodie, too, you know, and and quite honestly, he went to Cal State, San Luis Obispo, He got stopped.

299

00:37:22.970 --> 00:37:27.129

UCR: He got stopped by the police because he was a wearing a hoodie. He was on a skateboard,

300

00:37:27.520 --> 00:37:30.559

UCR: and I asked, what did the officer say?

301

00:37:30.600 --> 00:37:36.280

UCR: And quite honestly, he said he didn't say anything, he said. Just go ahead and go. I mean, that's poor police work

302

00:37:36.720 --> 00:37:37.899

UCR: communicate.

303

00:37:37.970 --> 00:37:43.010

UCR: You know the the give them a voice just like procedural justice,

304

00:37:43.210 --> 00:37:48.700

UCR: exercise, neutrality, and show that you know the person you're talking to is trustworthy. But anyway, I digress.

305

00:37:49.020 --> 00:37:50.399

UCR: I I get that.

306

00:37:50.490 --> 00:37:53.889

UCR: However, sometimes the only information the police can go on

307

00:37:54.230 --> 00:37:57.109

UCR: our our physical uh appearances,

308

00:37:57.130 --> 00:38:00.650

UCR: whether it's baggaging short Pants white shirt,

309

00:38:00.830 --> 00:38:06.359

UCR: and that that is one of the dilemmas Challenges of police work

310

00:38:06.510 --> 00:38:09.309

UCR: is, How do you balance between

311

00:38:09.440 --> 00:38:14.149

UCR: being seen as prejudicial bias?

312

00:38:14.590 --> 00:38:15.770

UCR: Racist

313

00:38:16.370 --> 00:38:17.729

UCR: versus

314

00:38:18.130 --> 00:38:20.970

UCR: trying to look at

315

00:38:21.100 --> 00:38:29.620

UCR: a potential or trying to potentially look at a threat on campus, whether it's an armed gunman,

316

00:38:29.640 --> 00:38:34.139

UCR: whether it's someone with a weapon. Now, Here's something I did

317

00:38:34.170 --> 00:38:37.269

UCR: thank you for this conversation, because it just brought something up.

318

00:38:37.770 --> 00:38:40.040

UCR: My officers, Cal state Fullerton.

319

00:38:40.100 --> 00:38:51.000

UCR: They learned that when they got a call, and they said, You know there's a suspicious person on campus he's wearing, and I'll just you use you as well. Okay, I hope that's okay.

320

00:38:51.100 --> 00:38:54.460

UCR: Uh hispanic mail he has a beard. He's about

321

00:38:54.660 --> 00:38:55.979

UCR: twenty-five.

322

00:38:59.020 --> 00:39:03.770

UCR: I was being nice uh twenty-five He was wearing sort of a planned shirt right?

323

00:39:04.040 --> 00:39:16.129

UCR: My officers would say, Okay, Well, first of all, what's the nature of the call right? A suspicious person? He's hanging around opening doors, or whatever my officers would not immediately contact that person.

324

00:39:16.150 --> 00:39:30.730

UCR: My officers would wait from a distance and say, Okay, what's he doing if he's looking, looking around and trying to open a door, and then five minutes later somebody comes up to him and says, Hey, it's like, here's your laptop. You laugh left inside, right,

325

00:39:31.020 --> 00:39:33.039

UCR: Then they go. You know what

326

00:39:33.280 --> 00:39:45.050

UCR: No problem it's it's not. It's not a suspicious call. That's what we in law enforcement really need to do to is take a back step and assess each individual case

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00:39:45.140 --> 00:39:46.529

UCR: for what it's worth.

328

00:39:47.090 --> 00:39:51.480

UCR: A lot of police departments. Unfortunately, Ismail i'm not seeing here, but

329

00:39:51.960 --> 00:40:10.870

UCR: cities and counties. They're still jumping the gun. They're still responding to these calls, and immediately contacting you and say, Hey, you know what What are you doing here and start interrogating you, giving you the riot Act right? That's where the distrust comes. I mean. I personally wouldn't want that, I and quite honestly, I don't know if I shared this

330

00:40:11.220 --> 00:40:19.699

UCR: probably didn't, but when I was living up in Daily City, California predominantly. Filipino town up in Northern California. I got stopped by a cop.

331

00:40:19.790 --> 00:40:30.360

UCR: You know what he did. He pulled me over came up to me. As for my driver's license went back, and I knew he checked me because he was on his radio. He came back. My window was open, and through my driver's license

332

00:40:30.560 --> 00:40:32.320

UCR: at me, and then the left,

333

00:40:33.070 --> 00:40:35.160

UCR: and i'm like Wow!

334

00:40:35.860 --> 00:40:38.879

UCR: And yet here I am Today a retired police chief right

335

00:40:39.090 --> 00:40:40.680

UCR: didn't stop me.

336

00:40:41.070 --> 00:40:45.440

UCR: What didn't stop me is Mel. I I wanted to change the profession,

337

00:40:46.090 --> 00:40:51.360

UCR: and I think I did that to what I could do. I still want to change it if

338

00:40:51.430 --> 00:40:53.249

UCR: if i'm lucky enough to get here.

339

00:40:53.350 --> 00:40:56.160

UCR: So that's the type of interaction I I like

340

00:40:56.280 --> 00:40:57.330

UCR: um,

341

00:40:57.590 --> 00:41:01.559

UCR: and I hope that we can partner up at some level, right?

342

00:41:01.630 --> 00:41:11.419

UCR: Or whoever that you're in. The next director is, you can partner up, and these types of interchanges are are really critical, because it puts to mind what

343

00:41:11.490 --> 00:41:13.259

I may not have thought of.

344

00:41:13.780 --> 00:41:16.619

UCR: Um, because I never experience that.

345

00:41:16.930 --> 00:41:18.530

UCR: So thank you. I appreciate it.

346

00:41:27.860 --> 00:41:41.239

UCR: Hi! I'm. I'm. An accreditation manager for the University of California. So thank you for your talk about accreditation. But I actually had a question about Tiered policing. Okay. So one of the recommendations from the President's uh

347

00:41:41.630 --> 00:41:56.849



UCR: task force came out. That campuses need to look at the tiered response to their policing. Um! What have you done in the past for that. And what are your thoughts about? What a riverside might do if you're selected for this position.

348

00:41:57.030 --> 00:41:59.709

UCR: Since this is a new model.

349

00:42:00.290 --> 00:42:02.830

UCR: I can honestly say that

350

00:42:03.160 --> 00:42:07.010

UCR: I've never had the opportunity to

351

00:42:07.170 --> 00:42:11.140

UCR: practice or implement a tiered policing response,

352

00:42:11.710 --> 00:42:13.970

UCR: and that's why i'm here

353

00:42:14.000 --> 00:42:15.680

UCR: because this model

354

00:42:15.750 --> 00:42:17.580

UCR: sort of has been

355

00:42:17.750 --> 00:42:21.169

UCR: the model in my mind for the last several years.

356

00:42:21.340 --> 00:42:35.720

UCR: You're fortunate here at Uc. Riverside, where you actually have the entire Uc system supporting this tiered model through this community safety plan at Cal State we didn't. It was left us up to us individual chiefs to create something

357

00:42:35.900 --> 00:42:44.199

UCR: to make something that we could implement on campus on our own as a reform type uh

358

00:42:44.290 --> 00:42:52.180

UCR: plans. So I developed my own strategic plan. So, quite honestly, I haven't uh implemented a tiered response. What do I think about it?

359

00:42:52.240 --> 00:42:54.010

UCR: I think it's fantastic.

360

00:42:54.320 --> 00:42:56.839

UCR: I think it allows for

361

00:42:57.010 --> 00:42:58.169

UCR: um

362

00:42:58.330 --> 00:43:04.119

UCR: police officers not to have to engage and contact and be present at all.

363

00:43:04.360 --> 00:43:09.749

UCR: Uh, when we deem that they're not needed. It calls that Don't require police.

364

00:43:09.810 --> 00:43:20.179

UCR: There will be obviously a great chunk of calls and incidents that will require police, and I think the public, the community may will appreciate that.

365

00:43:20.420 --> 00:43:26.110

UCR: But the on the other half, too, this frees up the police officers to do

366

00:43:26.560 --> 00:43:27.620

UCR: um

367

00:43:28.080 --> 00:43:37.369

UCR: what I believe they need to do, and they should be doing day in and day out, which is constant engagement with the campus,

368

00:43:37.590 --> 00:43:43.150

UCR: and I remember on that last slide second to the last slide, I said, Make it second nature

369

00:43:43.510 --> 00:43:51.099

UCR: to the police officers as well as to the campus community. It's got to be second nature to the officers to go out there and engage

370

00:43:51.590 --> 00:44:00.469

UCR: as much as it's second nature for them to go to their locker rooms and get change in their uniforms. That mindset and that starts with the culture in the department.

371

00:44:01.090 --> 00:44:05.280

UCR: That's where the culture is set by the leader,

372

00:44:05.500 --> 00:44:09.060

UCR: and that's my direction. And I think

373

00:44:09.340 --> 00:44:10.620

UCR: whatever

374

00:44:10.860 --> 00:44:13.180

UCR: um inhibitions

375

00:44:13.200 --> 00:44:16.279

UCR: or apprehensions that there might be,

376

00:44:16.450 --> 00:44:20.280

UCR: I think those will go away once it becomes second nature,

377

00:44:20.330 --> 00:44:24.720

UCR: but it's long term. This is chief. Pharaoh knows It's going to be long term.

378

00:44:28.620 --> 00:44:39.940

UCR: All right, right. I have a question that was submitted Um, during registration for the Webinar. How do you plan to address issues of sexual violence on campus without compounding or replicating the trauma of assault?

379

00:44:40.640 --> 00:44:43.199

UCR: Yeah, good question. Uh, you know,

380

00:44:43.440 --> 00:44:46.620

UCR: we we obviously partner up with the title I

381

00:44:47.000 --> 00:44:50.809

UCR: title Nine office to look at sexual assault allegations.

382

00:44:51.340 --> 00:44:52.339

UCR: Oh,

383

00:44:53.260 --> 00:44:55.790

UCR: the police department conducts

384

00:44:56.020 --> 00:45:02.329

UCR: its own parallel investigation, while title nine conducts their administrative investigation,

385

00:45:04.710 --> 00:45:12.040

UCR: and in my experience my police officers and my detectives have been very well trained to ensure that

386

00:45:12.110 --> 00:45:13.909

UCR: the questions. They ask

387

00:45:14.100 --> 00:45:16.290

UCR: the number of times

388

00:45:16.330 --> 00:45:19.080

UCR: they uh contact or they

389

00:45:19.150 --> 00:45:21.549

UCR: decide to contact. A survivor

390

00:45:22.060 --> 00:45:26.729

UCR: will be based on whether or not it will re-traumatize that survivor,

391

00:45:27.460 --> 00:45:30.920

UCR: so that that protocol has to stay in place,

392

00:45:30.940 --> 00:45:48.449

UCR: and I I believe i'm sure just talking to some of the officers here the last day or two. The officers are cognizant of that. The detectives are cognizant of that, and I believe they do a very, very good job because they articulate that to me as well that they're cognizant of making sure that

393

00:45:48.500 --> 00:45:51.109

UCR: survivors are not revictimized by

394

00:45:51.190 --> 00:45:53.390

UCR: through constant um.

395

00:45:54.430 --> 00:45:56.079

You know, uh

396

00:45:56.350 --> 00:45:58.879

UCR: interviews by the police department.

397

00:46:04.190 --> 00:46:06.509

UCR: We have a question from the Webinar.

398

00:46:06.990 --> 00:46:12.359

UCR: What has been your experience related to changing culture in an organization?

399

00:46:12.530 --> 00:46:15.080

UCR: What have been some lessons learned?

400

00:46:15.220 --> 00:46:17.379

UCR: Please give a real life example

401

00:46:18.690 --> 00:46:19.839

UCR: uh

402

00:46:21.480 --> 00:46:24.689

UCR: organizational change has really

403

00:46:24.970 --> 00:46:27.730

UCR: really started. When I became a police chief,

404

00:46:28.000 --> 00:46:37.910

UCR: and quite honestly like I mentioned, I started at a small community college police chief as a community college police chief, a small community college police department,

405

00:46:38.240 --> 00:46:41.309

UCR: and I noticed that

406

00:46:42.770 --> 00:46:50.609

UCR: throughout my career that each and every agency needed to work on certain things, whether it's

407

00:46:50.630 --> 00:46:51.680

UCR: um

408

00:46:52.940 --> 00:46:56.069

UCR: procedural things, procedural processes,

409

00:46:56.340 --> 00:46:58.509

UCR: whether it's uh

410

00:46:58.880 --> 00:47:01.689

UCR: a personal attitude towards work

411

00:47:02.130 --> 00:47:03.180

UCR: um

412

00:47:03.270 --> 00:47:06.049

UCR: whether it's um

413

00:47:06.510 --> 00:47:08.040

UCR: the the culture

414

00:47:08.260 --> 00:47:09.599

UCR: in the department

415

00:47:10.170 --> 00:47:12.729

UCR: um, and I wanted to make

416

00:47:13.100 --> 00:47:14.909

UCR: a positive impression,

417

00:47:15.290 --> 00:47:19.760

UCR: so that each and every department I work for I was improving,

418

00:47:20.490 --> 00:47:23.110

UCR: and as a police chief, you know, your first

419

00:47:23.420 --> 00:47:29.619

UCR: six months you realize you go through the history of the department.

You see so many things

420

00:47:29.990 --> 00:47:35.040

UCR: that should be in place for accountability, purpose, purposes,

421

00:47:35.200 --> 00:47:45.569

UCR: uh for transparency purposes, not to mention, you know, for for mandates that for laws that you need to fulfill a lot of the agencies I I

422

00:47:46.120 --> 00:47:48.879

UCR: came into. I realized. Holy cow,

423

00:47:49.290 --> 00:47:57.389

UCR: you're you're We're not doing this. We're not fulfilling this. Why are we doing this way when the law tells us that way? There were no checks,

424

00:47:57.870 --> 00:48:07.219

UCR: and each and every agency I came into. I made sure that as best as I could we had those checks that not only made us more professional.

425

00:48:07.720 --> 00:48:18.369

UCR: Uh, but that made us a stronger police department, so that we could provide the the service better with more professionalism and more motivation. And

426

00:48:18.510 --> 00:48:26.010

UCR: and i'm better not only self-esteem, but better respect from the public real life experience.

427

00:48:26.250 --> 00:48:43.470

UCR: Um, I can only again go back to cal state Fullerton organizational change I was trying to shift from. You know the the warriorship just like this agency is here with the warriorship to the guardianship, mentality of law, enforcement on campus or public safety on campus.

428

00:48:43.690 --> 00:48:46.200

UCR: Um. Had I continued staying on,

429

00:48:46.230 --> 00:48:50.569

UCR: I I firmly believe it would have been achieved. Um,

430

00:48:50.690 --> 00:48:52.139

UCR: I don't know when.

431

00:48:52.200 --> 00:48:57.220

UCR: But the direction was set I set the direction for for the department to follow,

432

00:48:57.280 --> 00:49:02.079

UCR: and I think that's my my greatest uh. I can give

433

00:49:07.130 --> 00:49:23.519

UCR: another question from the Webinar given studies and real life examples showing that police Don't stop school shootings or significantly prevent violence, and that more guns tends to lead to more violence. Why should arm Cops be on campus?

434

00:49:25.220 --> 00:49:26.930

UCR: Yeah, that's

435

00:49:27.510 --> 00:49:28.490

that's a

436

00:49:28.550 --> 00:49:30.450

UCR: that's a good question.

437

00:49:31.050 --> 00:49:34.479

UCR: And it's a very complex question.

438

00:49:34.890 --> 00:49:35.979

UCR: Um,

439

00:49:37.770 --> 00:49:41.459

UCR: it's almost like having doctors

440

00:49:42.090 --> 00:49:43.839

UCR: to stop cancer,

441

00:49:44.310 --> 00:49:46.329

UCR: yet we have cancer deaths.

442

00:49:46.920 --> 00:49:47.930

UCR: Um!

443

00:49:48.830 --> 00:49:51.979

UCR: There's only so much law enforcement can do,



444

00:49:53.500 --> 00:49:57.139

UCR: and hopefully law enforcement

445

00:49:58.380 --> 00:50:00.099

UCR: can decrease

446

00:50:00.520 --> 00:50:02.419

UCR: the rate of shootings

447

00:50:03.610 --> 00:50:17.149

UCR: through uh their interaction with the community, because the community ends up, being the source of information potentially, that can lead to an active shooter from happening, or stop an active shooter from happening,

448

00:50:18.750 --> 00:50:25.400

UCR: and so the police has only a finite amount that they can do.

449

00:50:25.920 --> 00:50:29.159

UCR: Um as unfortunate as that is.

450

00:50:30.190 --> 00:50:37.690

UCR: The reality is that because of the training provided to police officers. Again, at least here in California

451

00:50:38.060 --> 00:50:40.049

UCR: we can decrease that

452

00:50:40.340 --> 00:50:41.500

UCR: incident

453

00:50:41.680 --> 00:50:45.960

UCR: from escalating or being worse through rapid response.

454

00:50:46.290 --> 00:50:49.870

UCR: Um, Unfortunately, we don't have a crystal ball.

455

00:50:50.130 --> 00:50:53.960

UCR: We don't know when the next active shooter is going to happen.

456

00:50:54.210 --> 00:50:55.770

UCR: We can't predict,

457

00:50:55.970 --> 00:50:57.619

UCR: although there are

458

00:50:58.160 --> 00:51:01.390

UCR: models out there trying to do predictive policing,

459

00:51:01.880 --> 00:51:06.659

UCR: trying to get into the minds of individuals before they actually commit the act.

460

00:51:06.690 --> 00:51:09.420

UCR: But you have to know who the person is. To begin with.

461

00:51:09.900 --> 00:51:14.399

UCR: What if you don't know who the person is, and it's really a random act,

462

00:51:14.560 --> 00:51:16.109

UCR: it's very difficult.

463

00:51:16.220 --> 00:51:19.780

UCR: Um! It's very difficult to to say

464

00:51:19.800 --> 00:51:20.729

UCR: so

465

00:51:20.920 --> 00:51:23.699

UCR: unfortunately the police

466

00:51:24.100 --> 00:51:31.430

UCR: is not the end. All be all answer to active shooters. That's why, with the mental health component that's important, too.

467

00:51:31.730 --> 00:51:34.999

UCR: Why do we need law enforcement arm law enforcement

468

00:51:36.310 --> 00:51:40.109

UCR: because those that we can stop we need to stop

469

00:51:40.180 --> 00:51:43.749

UCR: and we can't stop it without being armed ourselves.

470

00:51:44.500 --> 00:51:45.350

UCR: Okay,

471

00:51:45.420 --> 00:51:46.479

UCR: Um,

472

00:51:47.220 --> 00:51:52.450

UCR: we don't want officers who are unarmed personnel who are unarmed,

473

00:51:52.840 --> 00:51:56.250

UCR: going in. Just imagine your son works

474

00:51:56.360 --> 00:51:58.789

UCR: um as a security guard.

475

00:52:00.540 --> 00:52:03.789

UCR: There's a shooting at the place he works at.

476

00:52:03.820 --> 00:52:06.349

UCR: You would not want him to run in there,

477

00:52:06.890 --> 00:52:12.710

UCR: and it cost the shooter tackle the shooter, expose his life to the shooter

478

00:52:13.120 --> 00:52:16.810

UCR: as much as a police officer here

479

00:52:16.870 --> 00:52:20.849

UCR: should do that without a firearm to protect him or her.

480

00:52:22.620 --> 00:52:24.210

UCR: I hope that the

481

00:52:24.430 --> 00:52:26.000

answers the question as well.

482

00:52:32.180 --> 00:52:45.369

UCR: All right. Earlier in your presentation you have the uh graph of their own President Obama's six pillars, twenty-four century model placing pillar number six was also well. This and safety, and when the report was issued

483

00:52:45.380 --> 00:53:00.080

UCR: they made special emphasis on that The key to the success is to make sure the well-being of the officers that they're sharp. You hire the right people. You train the right people. You retain the right people, and their wellness was extremely important. As they take on this extremely difficult job.

484

00:53:00.170 --> 00:53:07.670

UCR: You are the chief of police at San Diego Community College, and you're the chief at Fuller said, when a report came on, How did you address to Number Six.

485

00:53:08.180 --> 00:53:14.989

UCR: Yeah. So um, Joe, we we experience a lot of suicides on our campuses. Um.

486

00:53:15.640 --> 00:53:31.580

UCR: And and and some of these suicides were actually witnessed by our officers. I can just remember one incident at Miramar College If you're familiar with Miramar College, I got a phone call late at night. Um,

487

00:53:31.700 --> 00:53:37.050

UCR: my lieutenant says, Hey, we've got to someone at the edge of the library roof about to jump.

488

00:53:37.130 --> 00:53:40.580

UCR: I'm going to send the the officers that are perk trained

489

00:53:40.880 --> 00:53:52.680

UCR: psychological emergency evaluate psychological emergency response team. They have forty hours of psychology, training, clinical psychology, training. But that's it. Forty hours. That's it.

490

00:53:53.300 --> 00:53:57.479

UCR: Um. They're better trained than the average police officer.

491

00:53:58.010 --> 00:54:03.019

UCR: So they go there. Officer, who's female is talking to

492

00:54:03.210 --> 00:54:04.870

UCR: the suicidal person.

493

00:54:05.370 --> 00:54:06.410

UCR: Um!

494

00:54:07.370 --> 00:54:12.629

UCR: This was about seven Pm. At night. Nine Pm. Nine thirty, I remember, because I got the call.

495

00:54:12.880 --> 00:54:19.339

UCR: Um! The lieutenant says. Uh she's in the hospital. She jumped. She's still alive. We're going to take her to the hospital.

496

00:54:19.590 --> 00:54:20.609

UCR: Um,

497

00:54:20.750 --> 00:54:22.719

UCR: I said, Okay, um.

498

00:54:24.000 --> 00:54:25.649

UCR: The officer,

499

00:54:26.190 --> 00:54:31.879

UCR: after talking with her after the debrief, she said, Yeah, you know, I thought

500

00:54:32.070 --> 00:54:41.010

UCR: I thought I was going to save her. She had this communication. We were talking. She was smiling, and then, all of a sudden, Chief, she said,

501

00:54:41.390 --> 00:54:45.400

UCR: I just lost her. She said. She looked at me, and she said, Angie,

502

00:54:45.550 --> 00:54:47.019

UCR: thank you for your help,

503

00:54:47.930 --> 00:54:49.250

UCR: and she jumped.

504

00:54:49.720 --> 00:54:52.719

UCR: I was at the hospital with her parents that morning.

505

00:54:53.010 --> 00:54:57.249

UCR: Um, and she died that morning. Um, what I'm trying to get at.

506

00:54:57.710 --> 00:55:00.819

UCR: Thank you, Joe. Um, you know,

507

00:55:01.160 --> 00:55:03.549

UCR: during Joe and my time

508

00:55:03.800 --> 00:55:07.540

UCR: this was an incident that they tell us to respond to, and then say,

509

00:55:07.640 --> 00:55:13.220

UCR: Okay, head back and change your uniform or whatever. Then you're back on patrol.

510

00:55:13.560 --> 00:55:15.669

UCR: That's no longer the case.

511

00:55:15.780 --> 00:55:16.870

UCR: Um!

512

00:55:17.010 --> 00:55:25.310

UCR: I provided mental health counselors to the officers. I did that at Cal State Fullerton, because we had numerous critical incidents, too,

513

00:55:25.420 --> 00:55:28.520

UCR: had a homicide at in two thousand and nineteen.

514

00:55:28.640 --> 00:55:36.980

UCR: Um. I had a clinical psychologist for Orange County for police departments. She was on on retainer. She's on contract

515

00:55:37.060 --> 00:55:42.139

UCR: every critical incident. I had, even if it wasn't critical. I've actually used her for Covid

516

00:55:42.330 --> 00:55:46.400

UCR: uh, because of the stressors the officers were going through with Covid

517

00:55:46.460 --> 00:55:53.690

UCR: Um and their families, and them having to come to work leaving their families behind. She came on a regular basis.

518

00:55:53.760 --> 00:55:58.100

UCR: There was this one program before I left Cal State polish. And there was this one program

519

00:55:58.270 --> 00:56:05.800

UCR: where officers could anonymously first responders, not just police officers, firefighters and emts as well, and nurses.

520

00:56:05.900 --> 00:56:07.390

UCR: You could uh

521

00:56:07.410 --> 00:56:08.729

UCR: log in

522

00:56:09.120 --> 00:56:10.519

UCR: a website

523

00:56:10.750 --> 00:56:17.249

UCR: and anonymously have a face-to-face interaction with a live psychologist, twenty, four over seven any time of the day or night,

524

00:56:17.650 --> 00:56:27.219

UCR: or you could join a focus group. They could. They could put you together with a group, everybody's anonymous. But you could join a group, and they'd be a clinical psychologist, talking to everybody,

525

00:56:27.390 --> 00:56:34.680

UCR: and just some of the programs I implemented or tried to implement. And there's so much so much more to be done, as as you know.

526

00:56:40.510 --> 00:56:42.529

UCR: Hi! Um!

527

00:56:42.880 --> 00:56:56.859

UCR: So you talked about emotional intelligence training. What was the officers feedback regarding that emotional intelligence trading worth?

Was there? Buy in or no, you know i'll be honest with you. There it was split.

528

00:56:57.040 --> 00:57:03.259

UCR: Um! There were officers that got it. That said, Okay, yeah, you know what this is, the direction we need to take.

529

00:57:03.400 --> 00:57:12.149

UCR: Uh. There was that understanding and that acknowledgment that yeah, you know, chief change needs to happen, because quite honestly, uh, it's Nicky right,

530

00:57:12.370 --> 00:57:19.249

UCR: quite honestly, Nikki, every police officer that I knew, and i'm pretty sure the officers here, after George Floyd was murdered.

531

00:57:19.810 --> 00:57:24.090

UCR: I I personally, I know Joe, was. We were crying

532

00:57:26.080 --> 00:57:31.900

UCR: because that was such an egregious um insult to our profession.

533

00:57:32.180 --> 00:57:36.050

UCR: Um! We never thought we'd see the day that we'd see that happen

534

00:57:36.400 --> 00:57:37.890

UCR: Um! So

535

00:57:38.070 --> 00:57:43.089

UCR: half of the officers understood it. The other half were skeptical,

536

00:57:43.260 --> 00:57:48.300

UCR: you know, rolled their eyes up in the air while the course was going through, and some were

537

00:57:48.680 --> 00:57:52.899

UCR: quite vocally upset about it. One officer, I remember, accused

538

00:57:52.990 --> 00:57:54.260

UCR: Heather Younger

539

00:57:54.330 --> 00:57:57.129



UCR: accused her of being insulting

540

00:57:57.160 --> 00:57:59.980

UCR: and insulting the intelligence of the police officer.

541

00:58:00.860 --> 00:58:01.879

UCR: So

542

00:58:02.590 --> 00:58:06.020

UCR: you know it. It it was. It was split in the middle.

543

00:58:06.450 --> 00:58:10.790

UCR: But but I think we all need to know where everybody is coming from,

544

00:58:10.990 --> 00:58:15.359

UCR: and the feedback we had listening sessions for the police officers that the I put out

545

00:58:15.440 --> 00:58:18.109

UCR: the common feedback was, Wait a minute.

546

00:58:18.210 --> 00:58:19.950

UCR: I'm a police officer,

547

00:58:19.990 --> 00:58:21.740

UCR: my Cal State Fullerton.

548

00:58:22.510 --> 00:58:24.250

UCR: I engage with people

549

00:58:24.990 --> 00:58:28.889

UCR: positive interactions. I do my job. I'm a good at it.

550

00:58:29.100 --> 00:58:31.020

UCR: George Floyd gets murdered,

551

00:58:31.100 --> 00:58:36.700

UCR: and yet i'm being lumped in to this group of bad cops all over the country,

552

00:58:37.040 --> 00:58:41.259

UCR: and I don't deserve that. So they they were feeling

553

00:58:41.770 --> 00:58:43.399

UCR: hurtful about that,

554

00:58:43.560 --> 00:58:52.769

UCR: and it was important for everybody to listen and hear that to as much as it was important for the officers to hear the perceptions of being African, American,

555

00:58:53.420 --> 00:58:55.629

UCR: and the perception of

556

00:58:55.810 --> 00:59:02.210

UCR: police officers and your experiences as police officer in in your life, in everybody's life in my life,

557

00:59:02.310 --> 00:59:05.360

UCR: because it's not It's not a cookie cutter

558

00:59:05.740 --> 00:59:13.749

UCR: image of police officer for everybody, you know, like I was saying earlier. It's not lollipops and stickers and badges that you give out every day

559

00:59:14.020 --> 00:59:15.129

um

560

00:59:15.640 --> 00:59:18.729

UCR: real life experience to show that we've been hurt,

561

00:59:19.000 --> 00:59:20.190

UCR: have we been?

562

00:59:20.430 --> 00:59:25.369

UCR: We've been beat up, and we've been abused by police officers. Unfortunately,

563

00:59:25.440 --> 00:59:27.360

UCR: you've got to change that narrative.

564

00:59:28.750 --> 00:59:29.809

UCR: Thank you.

565

00:59:32.420 --> 00:59:37.830

UCR: Oh, right, and we are at time. I know we have having a really good discussion and lots of questions.

566

00:59:37.840 --> 00:59:55.560

UCR: Um, But, Ray, do you have any final thoughts for this group, and our attendees joined virtually, only that I appreciate everybody being here. I appreciate all the comments, and hopefully, if I end up being selected, we could have more conversations, however difficult they may be. I can give you my word that I will listen.

567

00:59:55.650 --> 00:59:59.310

UCR: That's the first step in my mind. Um to

568

00:59:59.360 --> 01:00:03.709

UCR: to earning the trust and getting the healing started. The healing process started.

569

01:00:03.780 --> 01:00:04.759

UCR: Thank you

570

01:00:04.850 --> 01:00:16.010

UCR: all right, and thank you. Everyone for taking the time to join our session today as a reminder, you can provide your feedback via the candidate feedback survey. You can find that on our executive searches website. Thank you.