

WEBVTT

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00:00:00.820 --> 00:00:08.719

UCR: Right. Good afternoon, Everyone, you know. Some of you are joining us virtually, and are still connecting to audio, so we'll just give it a few more seconds before we get started.

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00:00:21.300 --> 00:00:38.269

UCR: Alright, Let's get started. Well, good afternoon, everyone. Thank you for taking the time to participate in today's vision Seminar. It is for Ucr's next Director of Campus Safety Services, I'm. Tony Adams, Director of Human Resources, and I'm. Supporting this search,

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00:00:38.280 --> 00:00:46.259

UCR: I'm. Joined today by Ed Palmer Ed is currently the captain for the Department of Public Safety at the University of Southern California.

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00:00:46.270 --> 00:00:58.649

UCR: Previous to his role at Usc. Ed. Was the police lieutenant at the Los Angeles Police Department. He has a bachelor's degree, and received a master's degree in criminal justice from the University of Southern California.

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00:00:58.710 --> 00:01:14.430

UCR: Please be advised that we have provided Ed 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 several years the specific opportunities and challenges he sees at Ucr

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00:01:14.440 --> 00:01:19.209

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

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00:01:19.300 --> 00:01:36.920

UCR: At the conclusion of Ed's 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 our team member will get to you if you're joining us via the Webinar. Please submit your questions, using the Q. A. Feature. With that i'll hand it over to you.

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00:01:37.390 --> 00:01:43.159

UCR: Well, good afternoon. I'm happy to be here, and without much further due, we'll get started.

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00:01:43.390 --> 00:01:44.649

UCR: So

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00:01:44.790 --> 00:01:47.489

UCR: the challenge is facing.

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00:01:47.550 --> 00:01:56.889

UCR: You see our Pd. In the coming years. Uh, the first is, you will see me talk about this more than once. It's public trust.

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00:01:58.100 --> 00:02:12.999

UCR: You can't. We can't do our job without public trust and public trust is something that we're law enforcement right now is, in short, supply. So how we go about getting, maintaining, achieving public

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00:02:21.940 --> 00:02:32.890

UCR: with all people, so that kind of goes hand in hand with the public trust aspect. Um diversity right now with uh black and brown people.

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00:02:33.140 --> 00:02:49.300

UCR: It it's just There's just not a lot of trust, and the relationships are are difficult to build. So uh how we go about that. How we, as a profession, go about further in those relationships is going to be a huge challenge, but a huge opportunity as well.

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00:02:50.610 --> 00:03:06.469

UCR: What's the role in the community? So uh for a campus law Enforcement Agency, and I know where i'm at at Usc. The public feels better about calling us than they do the local municipality. And since I've been here in the past

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00:03:06.480 --> 00:03:22.010

UCR: couple of days, I've heard that about uh the Campus police department here as well that there's a great deal of trust with the community. And so it's trust with the community out externally. Trust with the community internally, and how we go about uh building that

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00:03:25.070 --> 00:03:40.319

UCR: just not a lot of people want to be police officers right now, and that's That's the truth uh people don't want to be involved with the profession I know. At Usc. We're losing people on a regular basis to municipalities, and it's difficult to get people in

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00:03:40.330 --> 00:03:48.169

UCR: uh to apply for those community service officer jobs. They're gonna be essential to sending people to

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00:03:48.180 --> 00:04:07.329

UCR: calls. That arm to response is not necessary, So it's getting people in, I think, with uh Covid and zoom uh people now are to a part where they're offended when you ask them to come in for an interview. So when you talk about uh them coming in and and becoming a Csl or even a Pso. I know

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00:04:07.340 --> 00:04:25.820

UCR: I've talked to my youngest son, and he says that own. I do what you do. And so it's. It's a a thing that we're gonna have to find the best people to do this job because a campus law Enforcement officer is very different than a municipal law enforcement officer. And so you gotta have the right people I know for me.

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00:04:26.080 --> 00:04:27.610

UCR: At Usc.

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00:04:27.760 --> 00:04:42.400

UCR: There are two roles. We have a crisis intervention team officer and a party response officer, and those are two of the most difficult jobs at Usc. And a person that comes in and thinks, Hey, I want to be. I want to be a

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00:04:42.580 --> 00:04:55.749

UCR: uh chasing down criminals type police officer that's not going to work. That's not going to work uh here. That's not going to work there. It's not going to work out in any campus. So, getting the right person in the right seat

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00:04:56.430 --> 00:05:23.440

UCR: the growth of the university. So I got my tour of the university a day, and I was driven around, and it sounds like You see, Riverside is very similar to Usc. Usc. They say it's the University of School Children. I see it's the University of Southern Cups uh summer construction, but from what I understand, resize in the same place, it's just construction, construction, and construction. So how do we manage serving that community as it continues to grow,

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00:05:23.450 --> 00:05:24.680

UCR: and whether or not

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00:05:24.930 --> 00:05:29.830

UCR: we're going to need more people, more people in what roles, how that's going to

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00:05:30.120 --> 00:05:33.730

UCR: facilitate serving the University as it grows

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00:05:34.710 --> 00:05:37.030

UCR: mental health. So

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00:05:38.070 --> 00:05:54.610

UCR: you know I I've been at this thirty-eight years, and I can truly say that this has become a far greater challenge now than it ever was when I started, and that's internally I know that Usc: We spend

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00:05:54.910 --> 00:06:08.280

UCR: probably half our time on mental health calls for students, and that that's a lot that doesn't involve specific law enforcement. So dealing with that, in addition to

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00:06:09.280 --> 00:06:15.940

UCR: unhouse and homeless and the unhouse and homeless, there are a lot of mental health challenges with with that as well

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00:06:16.010 --> 00:06:19.420

UCR: bring, unhouse or homeless, is not a crime

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00:06:19.860 --> 00:06:26.989

UCR: having a mental health. Disability is not a crime, but those are things we're asked to deal with on a regular basis

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00:06:28.220 --> 00:06:45.389

UCR: and finally active shooter. That's the reality. Um. Some of these concerns in the coming years are the same concerns that are going to face us now. But active shooter is something i'll talk more about training to. That is something that you have to do on a regular basis.

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00:06:45.400 --> 00:06:53.500

UCR: Uh we experienced a a significant crisis with that at Usc. And i'll tell you kind of how that went in a in a while,

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00:06:53.970 --> 00:06:56.099

UCR: all right. So I talked about public trust.

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00:06:57.570 --> 00:06:58.840

UCR: So

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00:06:59.760 --> 00:07:02.779

UCR: in order for us to be effective as police,

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00:07:03.750 --> 00:07:13.759

UCR: we can't be everywhere at once, just not going to happen. We can't be so. You've got to be able to get the public to become involved in their own safety,

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00:07:14.240 --> 00:07:22.750

UCR: and if they don't even trust you enough to talk to you. Then you're not going to have to be very successful and getting them to be aware of their own safety.

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00:07:23.830 --> 00:07:37.930

UCR: Things like locking your doors, not walking with the phone, you know, and I've seen that around campus, earphones and ros it. It's a degree of your own safety that you can take responsibility for.

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00:07:38.130 --> 00:07:40.459

UCR: But if they don't even want to talk to us,

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00:07:40.830 --> 00:07:43.930

UCR: that's a problem. So the question is,

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00:07:44.140 --> 00:07:48.740

UCR: is it our job to build and enhance public trust?

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00:07:49.060 --> 00:07:51.580

UCR: Or is it the public's job to

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00:07:52.370 --> 00:08:00.429

UCR: get that from us? And I believe that we have the greater responsibility because we're all members of the community. None of us were born on the job.

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00:08:01.970 --> 00:08:06.950

UCR: So the right response to the specific need. One of the things that

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00:08:06.970 --> 00:08:25.649

UCR: I see Usc is our crisis intervention team is overwhelmed. And so one of the things that they've done is they've through student health uh involved clinicians in response. The great thing I see here in the safety plan is that

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00:08:26.640 --> 00:08:34.239

UCR: there is going to be a multi-tiered response. And those clinicians actually belong to the department. And I think that's a great way to go.

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00:08:35.080 --> 00:08:38.530

UCR: We're also looking at. You have students,

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00:08:38.549 --> 00:08:45.509

UCR: and you're about to hire um community service officers for the department at Usc. We have

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00:08:45.540 --> 00:08:55.180

UCR: probably one hundred and fifty unarmed Cs that respond to calls, and it allows armed response to be available for other things.

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00:08:55.470 --> 00:08:59.980

UCR: So, making sure that we have the right response to the specific need is very important

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00:09:00.880 --> 00:09:04.220

UCR: student health and well-being. So um

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00:09:06.740 --> 00:09:08.520

UCR: campus law enforcement

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00:09:09.220 --> 00:09:17.580

UCR: is not just about catching bad guys, and that was the biggest difference in going from a municipal to municipal department

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00:09:17.680 --> 00:09:19.659

UCR: to a campus department.

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00:09:20.250 --> 00:09:26.590

UCR: The campus is more concerned about student health and wealth being than putting people in jail.

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00:09:27.390 --> 00:09:34.940

UCR: During the second week of school at Usc. We had two students that overdose on on cocaine lace with Fentanyl.

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00:09:35.190 --> 00:09:37.180

UCR: The idea was not

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00:09:37.310 --> 00:09:39.200

UCR: that they had to go to jail

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00:09:39.250 --> 00:09:47.740

UCR: they overdose, and so we have to make sure that they are getting this proper care if they need. I mean the biggest concern was that they were going to pass away

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00:09:48.500 --> 00:09:55.069

UCR: the criminal aspect of that where they got it. That was work later. But in the immediate

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00:09:55.380 --> 00:09:58.020

UCR: we need to make sure that those students are cared for.

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00:09:58.450 --> 00:10:10.950

UCR: We get a lot of calls. At least I do. I get a lot of calls with regards to students. We're struggling with suicidal thoughts, with final ideations, overdoses um

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00:10:11.590 --> 00:10:25.269

UCR: during finals, and they need to be able to talk to people, and so many times we get call. But again it goes back to having the right person respond to the right need.

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00:10:26.360 --> 00:10:31.939

UCR: Okay. So we want to make all people feel safe while functioning as a part of the community.

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00:10:32.230 --> 00:10:34.940

UCR: And the one thing that I've seen is

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00:10:35.200 --> 00:10:44.189

UCR: what makes me feel safe for what I think, as the chief will make a person feel safe might not be what makes them feel safe.

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00:10:44.570 --> 00:10:49.890

UCR: And so, when you think of who we serve as a department,

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00:10:50.140 --> 00:10:55.880

UCR: our role and responsibility is to make them feel safe on their terms. And sometimes that

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00:10:56.640 --> 00:11:05.169

UCR: kind of runs into a conflict because the belief is, hey? I've been doing this for thirty eight years. I know what makes the community feel safe,

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00:11:05.710 --> 00:11:09.159

UCR: but maybe maybe it's something else,

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00:11:09.330 --> 00:11:12.819

UCR: and it's time when I work Seventy Seventh Street division of Lapd.

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00:11:13.180 --> 00:11:17.180

UCR: They were out in about one hundred and sixty homicides a year in a in an area.

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00:11:17.310 --> 00:11:21.079

UCR: But when I talk to the community, the thing that made them feel most unsafe.

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00:11:21.420 --> 00:11:26.520

UCR: They couldn't go to the store for the gas station without being a cost it that

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00:11:26.830 --> 00:11:36.350

UCR: it was conspicuous to them. We thought. Are you kidding with all these homicides? That's what make you feel unsafe. But the reality was one.

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00:11:37.600 --> 00:11:41.600

UCR: The thing that affected the most was the thing they were most in contact with.

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00:11:41.940 --> 00:11:47.939

UCR: So we have to understand what it is that people want or expect from us as an agency

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00:11:47.970 --> 00:11:49.960

UCR: that's going to make them feel safe.

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00:11:50.060 --> 00:11:51.330

UCR: Sometimes

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00:11:51.420 --> 00:11:58.359

UCR: it's just a smile on a conversation. Sometimes it's just being an ear to listen to, but

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00:11:58.690 --> 00:12:07.379

UCR: we have to understand what that is in order for people to feel safe. We cannot just say my way is the way that,

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00:12:08.330 --> 00:12:11.379

UCR: yeah, it should be should be What makes you feel safe,

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00:12:12.490 --> 00:12:16.500

UCR: all right. So I talked about emergency preparing the snap active shooter,

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00:12:16.670 --> 00:12:25.220

UCR: and about three years ago we had a professor that! Cried Wolf, and said there was an active shooter at Uh at Usc.

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00:12:25.360 --> 00:12:32.540

UCR: And the response from the professors was concerning because some professors told students to run

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00:12:32.820 --> 00:12:42.330

UCR: some barricaded doors, some didn't allow phones in their room, so they didn't see the Trojan alert, and the overall response

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00:12:42.700 --> 00:12:51.129

UCR: had some holes even where Lapd responded. Somehow or they they got the idea that they should respond on the street, right outside the building

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00:12:51.180 --> 00:12:53.950

UCR: where the threat took place.

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00:12:54.020 --> 00:12:55.780

UCR: So what we learned was,

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00:12:56.010 --> 00:12:57.830
UCR: we have to train to this,

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00:12:57.880 --> 00:13:00.230
UCR: and every year during

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00:13:00.670 --> 00:13:19.909
UCR: the winter break we have an all encompassing, active shooter drill where everyone gets involved students staff faculty. They play victims. Fire Department comes in outside agencies. It's a great way of making sure that everybody is prepared for this eventuality, and we've seen when it's not handled. Well,

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00:13:19.920 --> 00:13:21.479
UCR: it can be a terrible thing,

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00:13:23.500 --> 00:13:26.629
UCR: so i'd be remiss

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00:13:26.680 --> 00:13:27.980
UCR: if I said

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00:13:28.020 --> 00:13:32.600
UCR: I'll be your chief, and and you will never make mistakes. We will make mistakes,

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00:13:33.340 --> 00:13:35.719
UCR: quality through continuous improvement. The

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00:13:36.040 --> 00:13:39.540
UCR: it's not about getting somebody in trouble.

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00:13:39.860 --> 00:13:42.180
UCR: Excuse me,

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00:13:42.290 --> 00:13:44.730
UCR: right or wrong, it's about.

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00:13:45.230 --> 00:13:48.589
UCR: Then we improve from the mistake. If we make a mistake,

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00:13:48.950 --> 00:13:55.520

UCR: we don't do something quite, quite the right where we can. We improve from it and get better from it? I think once you

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00:13:55.780 --> 00:13:58.650

UCR: acknowledged that we can do things better.

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00:13:58.790 --> 00:14:01.550

UCR: That's how we get better as an overall agency.

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00:14:01.710 --> 00:14:03.349

UCR: So my vision,

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00:14:04.910 --> 00:14:09.450

UCR: trust, and seamless participation in the health well being and safety division

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00:14:09.530 --> 00:14:14.159

UCR: relationships have been very successful for me in accomplishing these goals

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00:14:15.780 --> 00:14:17.530

UCR: where I am now.

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00:14:18.660 --> 00:14:28.589

UCR: The only way i'm successful is that everybody in the hierarchy of the organization feels like they can call me at any time of day or night. And the same with them.

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00:14:28.750 --> 00:14:31.369

UCR: And most of the time those calls

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00:14:31.570 --> 00:14:35.349

UCR: Don't really have anything to do with criminal activity. A lot of it is

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00:14:35.610 --> 00:14:36.890

UCR: student health,

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00:14:37.100 --> 00:14:43.650

UCR: well being I mean. Last night even I was texted on a suicidal student that might be have to be committed.

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00:14:44.120 --> 00:14:54.280

UCR: Um student concerns had to get involved, and this is on a regular basis. But because I have those relationships it makes caring for the students really easy.

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00:14:54.440 --> 00:14:55.620

UCR: And

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00:14:56.000 --> 00:15:02.859

UCR: us he doesn't have a structured approach like the one that i'm seeing here, right,

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00:15:03.580 --> 00:15:12.100

UCR: I think, where this is going, It's a new program. It's a new thing. It's a new um uh way of doing things.

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00:15:12.890 --> 00:15:15.420

UCR: I think this is the beginning of something Great

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00:15:17.440 --> 00:15:22.679

UCR: community and service driven safety, a way of thinking and operating that comes without being coerced. The

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00:15:22.920 --> 00:15:24.980

UCR: so. Um

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00:15:25.500 --> 00:15:29.579

UCR: i'd say, all agencies have policies and procedures. They do

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00:15:29.780 --> 00:15:32.680

UCR: that. Say you've got to three people with respect.

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00:15:32.710 --> 00:15:34.889

UCR: You got to treat people with dignity, you.

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00:15:36.160 --> 00:15:37.520

UCR: So what happens?

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00:15:38.240 --> 00:15:40.360

UCR: What happens? Where's the disconnect

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00:15:41.220 --> 00:15:47.260

UCR: the public We serve feels safer when they're considered and respected. But that has to come naturally.

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00:15:47.580 --> 00:15:52.289

UCR: Why do conflicts take place and they largely take place? Because at some point they

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00:15:53.860 --> 00:15:57.530

UCR: the public feels somehow or another that they're

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00:15:58.520 --> 00:16:01.289

UCR: disrespected or maligned. Now,

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00:16:01.960 --> 00:16:04.630

UCR: is that a perception, or is that a reality?

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00:16:04.950 --> 00:16:12.340

UCR: Well, if it's their perception, it is a reality. And so we have to address that. We have to deal with that, and to say

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00:16:14.030 --> 00:16:17.740

UCR: that we're right. So it should be okay,

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00:16:18.380 --> 00:16:24.679

UCR: doesn't work. If we don't consider their perspective. Look, I've been stopped a lot of times,

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00:16:24.810 --> 00:16:32.240

UCR: and sometimes their officers, really respectful sometimes that are not. Sometimes they know what they're doing. Sometimes they don't,

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00:16:32.540 --> 00:16:37.849

UCR: but at the end of the day, if that person is willing to give me some dignity back,

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00:16:37.970 --> 00:16:39.340

UCR: I felt better;

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00:16:39.550 --> 00:16:41.809

UCR: but when the person just leaves it.

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00:16:42.880 --> 00:16:46.789

UCR: It, it doesn't work. It needs a bad taste, and the person doesn't feel

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00:16:46.890 --> 00:16:50.190

UCR: like they're part of the community. They feel like they're being oppressed.

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00:16:51.320 --> 00:16:54.890

UCR: Implicit bias versus knowledge of self. So

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00:16:55.270 --> 00:16:56.420

UCR: um!

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00:16:58.530 --> 00:17:00.470

UCR: When I first got to usc

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00:17:01.060 --> 00:17:11.639

UCR: people say implicit bias, you know it's it's something that you know bias that I just um I I have, and i'm i'm. I'm not really aware of, and

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00:17:12.160 --> 00:17:17.660

UCR: that's where knowledge of self comes into play when I first got to Usc.

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00:17:18.280 --> 00:17:21.600

UCR: Some fraternity guys said something. Really

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00:17:22.640 --> 00:17:28.319

UCR: what? I found foul about the relationship with females when they were when they drank,

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00:17:28.720 --> 00:17:32.090

UCR: and I took a such offense to it that

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00:17:32.490 --> 00:17:43.660

UCR: had I not been aware of myself, I probably would have gotten in trouble. But I knew that student affairs was a way of balancing what I was feeling

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00:17:43.760 --> 00:17:45.440

UCR: versus what was right.

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00:17:45.510 --> 00:17:49.999

UCR: So it's really important to be aware of the things that pressure buttons,

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00:17:50.140 --> 00:17:57.009

UCR: and then know yourself well enough to make sure that there are steps in place to ensure that that doesn't become overwhelming.

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00:17:59.510 --> 00:18:00.450

UCR: All right.

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00:18:01.190 --> 00:18:06.110

UCR: So then, a holistic and inclusive interior public safety response model.

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00:18:06.170 --> 00:18:07.750

UCR: Everyone works

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00:18:07.820 --> 00:18:12.729

UCR: to a together to accomplish a goal, sending the right resource to the right call.

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00:18:13.440 --> 00:18:14.550

UCR: So

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00:18:14.810 --> 00:18:16.770

UCR: kind of like I've I've said

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00:18:17.000 --> 00:18:28.699

UCR: I might, we might get a call that requires a clinician to respond. We might get a report call that requires a Cso to respond. You might get a call of someone

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00:18:29.290 --> 00:18:32.920

UCR: with a weapon, and that requires a weapon of response.

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00:18:33.960 --> 00:18:44.709

UCR: That's what we want to be able to see. My experience has been when you have that model, and you're able to send the right person to the right right call. You don't have

164

00:18:44.840 --> 00:18:46.449

UCR: people that feel

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00:18:47.020 --> 00:18:51.490

UCR: attacked or marginalized because you're doing the right thing,

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00:18:53.520 --> 00:18:57.769

UCR: transparency and continuous improvement through data. So

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00:18:57.960 --> 00:19:05.980

UCR: I think the most popular time that I had as an lep officer was when Bill Bratton was there, and he was very transparent about

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00:19:06.230 --> 00:19:11.149

UCR: everything he wanted to make sure. The public knew the reason why we did what we did.

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00:19:11.840 --> 00:19:22.709

UCR: We want to have continuous improvement through data. And when I talk about that, this is why I don't know where I comes to that as much, or a single minded crime analysis,

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00:19:22.960 --> 00:19:28.050

UCR: data, feedback regarding service that's provided is much more effective. So

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00:19:28.220 --> 00:19:29.969

UCR: I want to know how we're doing.

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00:19:30.120 --> 00:19:35.879

UCR: I want you to to be able to tell me, hey? When you guys handled this, call it

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00:19:36.020 --> 00:19:44.090

UCR: I didn't feel like the officer was patient enough, or he handled the call great, and i'd like to see more of that in the in the future.

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00:19:45.540 --> 00:19:52.079

UCR: If we actually sit down and discuss this on a regular basis, it becomes a reality.

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00:19:54.960 --> 00:20:01.249

UCR: We need to change the way we think behavior can be forced. That's usually not effective.

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00:20:01.360 --> 00:20:04.150

UCR: The why gives us all meaning.

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00:20:07.610 --> 00:20:08.960

UCR: Service

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00:20:09.080 --> 00:20:11.520

UCR: is never about serving yourself.

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00:20:11.750 --> 00:20:17.439

UCR: If it's more about serving you than the people you serve. That's the path to the dark side. So

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00:20:17.800 --> 00:20:20.530

UCR: that's really what I want to leave you with.

181

00:20:23.230 --> 00:20:24.160

UCR: Thank you

182

00:20:25.800 --> 00:20:41.600

UCR: all right. Thank you so much, Ed, for that presentation. And then, as a reminder, we'll open up the session for questions. If you're joining us in person, please feel free to raise your hand, and one of our team members will get to you. If you're joining us via the Webinar, you can submit your question via the Q. A. Feature

183

00:20:51.360 --> 00:20:52.230

UCR: Sure.

184

00:20:56.040 --> 00:21:01.990

UCR: Yeah. Thanks for the thanks for the presentation. In one of your slides you mentioned that, and and maybe

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00:21:02.510 --> 00:21:11.469

UCR: members off a little bit but fifty of the calls that you Usc. Or mental health related. That's a that's a large number.

186

00:21:12.150 --> 00:21:14.239

UCR: What do you do at Usc.

187

00:21:14.660 --> 00:21:29.129

UCR: And what works, and what you bring into Ucr. That is a significant issue, and i'm all college, since campuses are there practices that you would see that you plan to bring to You are so one of the things that we implemented about

188

00:21:29.230 --> 00:21:33.980

UCR: three years ago we lost ten students in a semester,

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00:21:34.050 --> 00:21:39.510

UCR: and to suicide accidental, overdose, and a variety of different things.

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00:21:40.190 --> 00:21:49.140

UCR: So we trained two officers with regard to crisis intervention. Now, our officers, the best people to respond to

191

00:21:49.270 --> 00:21:53.730

UCR: matters like that? Probably not. But you need people that care.

192

00:21:53.800 --> 00:21:57.350

UCR: These people care. And so it went from two

193

00:21:57.390 --> 00:22:03.570

UCR: to four, and the student affairs, Dean said: If it needs to go to six. It'll go to six. But

194

00:22:03.650 --> 00:22:09.469

UCR: what has happened is now we're doing a mental health

195

00:22:09.490 --> 00:22:12.110

UCR: partnership with student health

196

00:22:12.270 --> 00:22:13.440

UCR: to

197

00:22:13.530 --> 00:22:18.029

UCR: basically do the same thing that's being done here with the clinicians

198

00:22:18.500 --> 00:22:20.950

UCR: that I think the thing with

199

00:22:21.340 --> 00:22:30.920

UCR: really really has to take place is, there has to be a caring, collaborative environment with regard to students in crisis. And so

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00:22:31.750 --> 00:22:47.290

UCR: we talk regularly with student a student concerns There's a student concerns meeting every Monday, and we go over the students that have called for assistance uh through suicidal thoughts. Ideation um also alcohol overdose

201

00:22:47.300 --> 00:22:55.100

UCR: a narcotic overdose. Um, whatever it happens to be, and we go down the list and we discuss each student. And that way We're aware,

202

00:22:55.290 --> 00:22:59.210

UCR: student health is a fair where student concerns is aware

203

00:22:59.300 --> 00:23:04.740

UCR: uh everybody involved is aware of this issue, and

204

00:23:05.450 --> 00:23:10.640

UCR: depending on who needs to take control of that issue. It. It's done so.

205

00:23:10.850 --> 00:23:18.279

UCR: I think the thing that um i'm bringing more than anything is a knowledge of the importance of that

206

00:23:18.500 --> 00:23:22.099

UCR: and the resources that need to be dedicated to that.

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00:23:27.350 --> 00:23:29.520

UCR: I have a question from the Webinar,

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00:23:29.760 --> 00:23:38.340

UCR: a previous candidate described his deployment of one hundred and forty eight cameras at his current campus as a force multiplier

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00:23:38.410 --> 00:23:43.009

UCR: which successfully deterred crime, especially property. Crime.

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00:23:43.150 --> 00:23:44.710

UCR: Do you concur?

211

00:23:44.820 --> 00:23:48.009

UCR: Would you utilize cameras? If so, how?

212

00:23:48.620 --> 00:23:51.000

UCR: Well, we have

213

00:23:51.060 --> 00:23:58.059

UCR: probably five hundred cameras at Usc. So Um, obviously we've been able to use that to

214

00:23:58.420 --> 00:24:10.749

UCR: um to be effective as a force multiplier. But I think a lot depends on again the campus, the campus community, what everybody agrees to what makes them feel safe.

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00:24:10.790 --> 00:24:17.659

UCR: Those five hundred cameras are not just on campus, but they're in a three square mile area around the around the campus

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00:24:17.860 --> 00:24:20.499

UCR: and given the rate of

217

00:24:20.920 --> 00:24:22.679

UCR: crime and incidents.

218

00:24:24.110 --> 00:24:34.039

UCR: Yeah, we need that. But that may not be needed here. So I guess what i'm what i'm really saying is just because it was effectively at

219

00:24:34.130 --> 00:24:42.160

UCR: Usc. And the city of Los Angeles doesn't mean. It's effective at Riverside. So i'm going to have to get away the land to understand what works and what?

220

00:24:46.510 --> 00:24:50.010

UCR: Hi, um! I just wanted a quick question. Um!

221

00:24:50.130 --> 00:24:52.730

UCR: What does Trauma informed mean to you?

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00:24:55.870 --> 00:24:58.050

UCR: It means that

223

00:24:59.400 --> 00:25:01.730

UCR: we have the training

224

00:25:01.780 --> 00:25:02.940

UCR: in

225

00:25:03.950 --> 00:25:09.589

UCR: what causes trauma that would give us the ability to respond properly.

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00:25:09.640 --> 00:25:10.960

UCR: Um,

227

00:25:11.710 --> 00:25:15.870

UCR: in law enforcement we generally don't get that type of training.

228

00:25:16.470 --> 00:25:19.180

UCR: We I know it um

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00:25:19.810 --> 00:25:36.339

UCR: on. During the summer we do um sexual assault victim um trauma train trauma informed training. We've done mental health trauma, informed training, and so we do the best we can to train our our officers how to respond, but it's not the same as having

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00:25:37.310 --> 00:25:38.620

UCR: a clinician

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00:25:38.740 --> 00:25:39.900

UCR: responding.

232

00:25:50.460 --> 00:26:04.639

UCR: Okay, Another Webinar question. What has been the toughest issue you've encountered as an officer on a college college campus. How did you address the issue? And how did it change? How you handle things on your campus for the better.

233

00:26:05.960 --> 00:26:10.740

UCR: I've I've had a lot of

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00:26:10.800 --> 00:26:20.110

UCR: of tough issues. I think the thing that probably um rocked the campus more than anything else was the professor that was killed by a student

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00:26:20.200 --> 00:26:23.520

UCR: about four or five years ago, and

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00:26:24.240 --> 00:26:29.360

UCR: this was somebody who had been on our radar to some extent, but

237

00:26:29.600 --> 00:26:36.489

UCR: the Professor had kind of waved it off and said, Yeah, he's He'll be okay. He's just He's just making noise,

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00:26:36.860 --> 00:26:40.809

UCR: And it turned out to be really unfortunate.

239

00:26:41.180 --> 00:26:42.750

UCR: So our

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00:26:42.800 --> 00:26:46.670

UCR: our response to possible threats

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00:26:46.690 --> 00:26:59.819

UCR: changed, our assessment changed. We hired a um full time predecessor, who I work with in collaboration, And the thing about about the threat assessor is that there are times when

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00:27:00.410 --> 00:27:03.980

UCR: i'll look at something, and i'll say, you know we need to do something about this,

243

00:27:04.330 --> 00:27:07.550

UCR: and from a law enforcement perspective, we might think that.

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00:27:07.910 --> 00:27:14.659

UCR: But if the predecessor is getting that person to come by and actually talk to him, Sometimes he'll tell me

245

00:27:15.280 --> 00:27:18.579

UCR: you have talked to this guy. He's not what

246

00:27:19.160 --> 00:27:28.790

UCR: he appears to be, and that sometimes is a great thing to have, so that we as a department, don't overreact to something that comes our way

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00:27:28.860 --> 00:27:31.699

UCR: just because it appears to be

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00:27:31.980 --> 00:27:33.740

UCR: a great threat to me.

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00:27:39.910 --> 00:27:43.480

UCR: I have a question that was submitted during registration for the Webinar.

250

00:27:44.040 --> 00:27:51.070

UCR: Can you talk a little bit about what your partnerships look like with the surrounding municipal agencies?

251

00:27:51.110 --> 00:27:55.620

UCR: How did you promote that partnership. And how do you see that on our campus?

252

00:27:56.900 --> 00:27:59.279

UCR: So for me,

253

00:27:59.610 --> 00:28:04.769

UCR: coming from Lapd and coming to Usc. Which is in the middle of an lapd area,

254

00:28:05.020 --> 00:28:07.450

UCR: you would think that the partnership

255

00:28:07.580 --> 00:28:11.680

UCR: would be completely seamless, and to a large extent it is

256

00:28:11.720 --> 00:28:14.960

UCR: but my objectives as a campus.

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00:28:15.180 --> 00:28:17.069

UCR: A police official

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00:28:17.190 --> 00:28:24.249

UCR: are a lot different than a municipality. So sometimes Lapds focus is on

259

00:28:24.890 --> 00:28:26.390

UCR: catching the bad guy,

260

00:28:26.690 --> 00:28:28.600

UCR: and my focus is on

261

00:28:28.830 --> 00:28:33.329

UCR: student concern, student health and concern. So

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00:28:34.470 --> 00:28:35.670

UCR: the

263

00:28:36.200 --> 00:28:40.210

UCR: Lapd Lieutenant is in charge of Detectives at Southwest

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00:28:40.270 --> 00:28:46.929

UCR: during a sexual assault, is very interested in catching the person. Ultimately they did the did the act.

265

00:28:47.260 --> 00:28:51.399

UCR: We are very interested in getting the student the health

266

00:28:51.480 --> 00:28:55.140

UCR: and safety concerns they need, and many times

267

00:28:55.750 --> 00:29:07.009

UCR: after that they're not interested in talking to law enforcement anymore. And that's a very different way of thinking and considering, then, it was when I was working at a municipality.

268

00:29:08.030 --> 00:29:09.740

UCR: Is the student. Okay?

269

00:29:09.870 --> 00:29:23.059

UCR: Are they getting the medical attention they need. Are they getting the counseling they need? If that's taking place we've done our job. The person says at the end of that I don't want to talk to law enforcement anymore. Then that's the reality of it.

270

00:29:31.130 --> 00:29:36.040

UCR: Hello, Thanks for being here. Your interest in our chief of this police position.

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00:29:36.450 --> 00:29:52.659

UCR: I'm sure you've read up on the Community safety plan. There's a lot of guidelines in there, and we're trying to move forward with that and hoping that will help with the police, legitimacy, transparency, and the like. But um! What is? And we're fast forward. We're moving ahead on this

272

00:29:52.670 --> 00:30:02.310

UCR: and restorative justice. Police advisory boards are big. What is your experience with restorative justice and with police advisory boards?

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00:30:02.830 --> 00:30:04.830

UCR: So um

274

00:30:06.430 --> 00:30:10.060

UCR: with restorative justice and um

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00:30:12.680 --> 00:30:16.960

UCR: we haven't experienced much of that at Usc. But

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00:30:17.030 --> 00:30:19.300

UCR: there is an element of that

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00:30:19.440 --> 00:30:22.180

UCR: in police community

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00:30:22.200 --> 00:30:29.240

UCR: uh conflicts, and I have been able to mediate a number of police community conflicts

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00:30:29.380 --> 00:30:33.429

UCR: where the community largely feels like they've been

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00:30:33.520 --> 00:30:35.669

UCR: malign because

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00:30:35.750 --> 00:30:41.459

UCR: of a perceived slight based on police procedure. Now the hard part about this is

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00:30:41.950 --> 00:30:43.510

UCR: then at times.

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00:30:43.960 --> 00:30:46.499

UCR: The officer may not have done anything

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00:30:46.640 --> 00:30:48.360

UCR: that is wrong

285

00:30:48.960 --> 00:30:51.229

UCR: far as procedure or policy,

286

00:30:51.380 --> 00:31:00.839

UCR: but the person still feels that they've been slighted, so it's really important for us to allow that person to be heard.

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00:31:00.960 --> 00:31:11.089

UCR: And this is where for us, in law enforcement. We have to be careful with this, because at times we want to say, I didn't do anything wrong? I'm angry.

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00:31:11.240 --> 00:31:14.129

UCR: Why is that person saying that I didn't do anything wrong?

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00:31:14.990 --> 00:31:21.659

UCR: You may not have done anything wrong, but in order for us to get to a place of relationship with the community, you,

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00:31:21.970 --> 00:31:23.390

UCR: they've got to be heard,

291

00:31:23.630 --> 00:31:25.519

UCR: and once they're heard,

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00:31:25.920 --> 00:31:32.080

UCR: then we can come to a point where we can gain a mutual understanding of how the facts took place

293

00:31:32.130 --> 00:31:35.159

UCR: to get to a point where we are now working together

294

00:31:35.240 --> 00:31:38.059

UCR: so as far as restorative justice.

295

00:31:38.330 --> 00:31:42.580

UCR: It's interesting. When I got my masters at Usc. And Criminal justice,

296

00:31:42.630 --> 00:31:45.229

UCR: restorative justice and

297

00:31:45.330 --> 00:31:46.470

UCR: um

298

00:31:46.820 --> 00:31:48.070

UCR: uh Reform,

299

00:31:48.250 --> 00:31:59.629

UCR: where the two biggest aspects for the entire two years that I study. There was nothing about arrest, nothing about keeping people in jail, nothing about any of that. It was all about how to make society better.

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00:32:06.900 --> 00:32:09.970

UCR: Currently, right now, Usc: we have a

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00:32:10.220 --> 00:32:17.839

UCR: a police advisory board. It's A, and they are dictating to the University of Southern California Department of Public Safety.

302

00:32:17.940 --> 00:32:19.519

This is what you'll look like.

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00:32:19.680 --> 00:32:26.920

UCR: So what your procedures will be. This is what you're going to do. This is how you're going to respond. We're going to add clinicians. We're going to do different things.

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00:32:28.370 --> 00:32:29.790

UCR: It has been

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00:32:30.290 --> 00:32:31.350

UCR: difficult,

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00:32:31.450 --> 00:32:35.640

UCR: because many of the officers of the department are saying, Hey,

307

00:32:35.730 --> 00:32:37.690

UCR: what's what's gonna happen to us?

308

00:32:46.810 --> 00:33:05.290

UCR: So what I think we referring to as a Community Advisory Board or Chiefs Advisory Board, and those will help establish our training and our what we think might be best practices. But the police advisory boards are, you know, for internal affairs, investigations or complaints, and and the uh transparency there with

309

00:33:05.300 --> 00:33:14.910

UCR: um compliance, investigating those and the Police Advisory Board kind of seeing uh being able to judge on that

310

00:33:15.020 --> 00:33:20.370

UCR: here is different than at at Usc. So my experience with

311

00:33:20.540 --> 00:33:22.910

UCR: what you're describing is

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00:33:23.440 --> 00:33:27.700

UCR: when outside complaints come in, particularly ones that are,

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00:33:33.230 --> 00:33:44.659

UCR: they are immediately submitted to the office of equity and diversity in title Nine. To uh, look at the facts, to make a determination as to whether or not it's something that they should investigate.

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00:33:44.920 --> 00:33:52.620

UCR: My feeling on that is that when you have a police advisory board or title nine, or someone else that

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00:33:52.710 --> 00:34:01.329

UCR: looks at that, it adds to the overall transparency, the organization, because we're saying, Look, we have nothing to hide. We submitted this to another

316

00:34:01.770 --> 00:34:05.919

UCR: agency to look at, and they're independent of us.

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00:34:06.040 --> 00:34:15.290

UCR: And in that sense. The determination that they make is one to the public that we can say, Look! We had nothing to hide. This was investigated to the fullest extent,

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00:34:16.340 --> 00:34:19.320

UCR: and this was the result. But

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00:34:21.170 --> 00:34:30.979

UCR: my feeling about complaints, public complaints regarding racial bias or um generation, where they were generated, where the person feels

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00:34:31.179 --> 00:34:32.439

UCR: mistreated

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00:34:32.620 --> 00:34:33.970

UCR: many times.

322

00:34:34.190 --> 00:34:36.819

UCR: Let's say that complaint comes back not resolved.

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00:34:37.000 --> 00:34:38.670

UCR: Nobody wins from that.

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00:34:38.909 --> 00:34:54.550

UCR: The person who complained doesn't when the officer who feels like maybe they didn't do anything wrong. They don't went. That's why I'm really a prop proponent of sitting down with the officer and the community member and coming to a place of mutual understanding.

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00:34:57.270 --> 00:35:03.410

UCR: Okay, I think I have a question it Twice today you mentioned Lpd. Was primarily interested in.

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00:35:03.530 --> 00:35:08.660

UCR: We're resting the bad guys, whereas the uses was more about the service. And

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00:35:09.490 --> 00:35:13.399

UCR: are those mutually exclusive? Or is there

328

00:35:13.560 --> 00:35:22.660

UCR: both? Or I want to give you an so it's not mutually exclusive, and

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00:35:24.070 --> 00:35:31.970

UCR: we certainly we certainly make our share of arrest. Um! At Usc. I think we arrest the same people about eighty-five percent of the time.

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00:35:32.140 --> 00:35:34.699

UCR: So we certainly make a rest. But it

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00:35:35.910 --> 00:35:47.329

UCR: even even the guys at Lapd say, we understand the students of your are your number one concern, and they are their health, safety, and well being is my number. One concern

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00:35:47.400 --> 00:35:51.920

UCR: in the immediate. When there was an incident takes place. Man with a gun

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00:35:52.050 --> 00:35:56.190

UCR: it's Take care of that. That that incident.

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00:35:56.630 --> 00:36:01.020

UCR: Um! Monday night I had a call of, or a hex

335

00:36:01.310 --> 00:36:02.720

UCR: and a

336

00:36:02.790 --> 00:36:09.350

UCR: a guy had fired around, and a moving vehicle. It missed the vehicle and went into a student's apartment

337

00:36:09.630 --> 00:36:12.059

UCR: and lodged into a wall.

338

00:36:12.140 --> 00:36:19.240

UCR: Now we've worked with lapd to catch the guy who did the who took the shot,

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00:36:19.370 --> 00:36:29.380

UCR: but At the same time we're working to ensure that that student or the two students in the house receive the counseling and care they needed, because that's a pretty traumatic thing.

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00:36:30.360 --> 00:36:36.909

UCR: The lapd is not thinking about that as much, but we are, and that's that's really the difference.

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00:36:40.040 --> 00:36:45.630

UCR: I have a question from the Webinar. It's a little lengthy. Please let me know if you need me to repeat any part.

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00:36:46.300 --> 00:37:01.659

UCR: We have students in the campus apartments that are worried about apartment security, as we've had quite a few intruders, trespassers, and break-ins this year, that was more publicized due to our increased communications through social media,

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00:37:02.080 --> 00:37:16.410

UCR: although I know there are preventative procedures in place that not all residents know about. What do you think we could do better to improve the responsiveness and communication between campus apartment residents and Ucpd.

344

00:37:16.630 --> 00:37:24.650

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

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00:37:26.810 --> 00:37:36.080

UCR: my experience with things like that where you have a large group of residents that are concerned about safety is that

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00:37:37.220 --> 00:37:41.759

UCR: I like to come out and work with

347

00:37:41.960 --> 00:37:45.300

UCR: that overall community to

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00:37:45.700 --> 00:37:57.970

UCR: understand what ways they can look out for each other and work with us better. So at Lpd they call it a neighborhood watch. We have a few neighborhood watch groups at Usc.

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00:37:58.080 --> 00:38:09.700

UCR: But something like that where everybody comes together discusses their use. Mutual concerns actually kind of gets to know each other, and then gets to know the officer that work that area at night.

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00:38:10.260 --> 00:38:13.910

UCR: And then there's a network, and once the network starts,

351

00:38:14.100 --> 00:38:31.630

UCR: that's how you're able to better serve one another individually, each res resident looking out for each other, and then the ops are stopping by when they can. That's not as effective. So finding out together what resources we can do to solve the overall problem.

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00:38:31.730 --> 00:38:39.320

UCR: It's a great way to go, and I've utilized that many, many times for situations that are very similar to that where

353

00:38:39.660 --> 00:38:44.680

UCR: we're all concerned. But we don't really talk or know each other. You come together,

354

00:38:45.190 --> 00:38:49.569

UCR: you share your concerns, you get to know one another, develop a network,

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00:38:49.630 --> 00:38:53.860

UCR: You coordinate that with the officers, and it can work really. Well.

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00:38:57.720 --> 00:38:58.660

Hi:

357

00:38:58.920 --> 00:38:59.759

Okay,

358

00:38:59.970 --> 00:39:16.570

UCR: um. What are some examples of how you would develop trust among the community? Um! As you talked about trust being one of your visions for Ucr and public, you know safety. So what would be some key things that you would do on start to develop that trust within the community.

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00:39:18.410 --> 00:39:19.709

UCR: So

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00:39:20.390 --> 00:39:24.280

UCR: I think I think the first part of this is internal,

361

00:39:24.580 --> 00:39:27.600
UCR: that we have to understand

362
00:39:28.080 --> 00:39:36.169
UCR: the feelings of particularly the minority community that have had experiences with law enforcement that may cause them

363
00:39:36.440 --> 00:39:39.520
UCR: not through any fault of our own, but

364
00:39:40.390 --> 00:39:45.969
UCR: simply their experiences that will cause them to have an overall mistrust in law enforcement.

365
00:39:46.210 --> 00:39:52.179
UCR: And so there are. There are opportunities, and sometimes it's with

366
00:39:53.460 --> 00:39:55.339
UCR: Well, the best way I can put it, is this:

367
00:39:56.470 --> 00:40:03.970
UCR: There is no meeting. There is no neighborhood watch meeting. There is no group setting where I can come out

368
00:40:04.380 --> 00:40:07.049
UCR: and say, Hey, we're all good people

369
00:40:07.490 --> 00:40:08.709
UCR: process.

370
00:40:10.760 --> 00:40:13.500
UCR: But let's say I, I get a call to your house,

371
00:40:13.920 --> 00:40:16.929
UCR: and you need a report taken,

372
00:40:17.270 --> 00:40:20.929
UCR: and I am caring and

373
00:40:20.960 --> 00:40:22.299
UCR: compassionate

374

00:40:22.550 --> 00:40:23.749
to your need.

375

00:40:24.760 --> 00:40:29.450
UCR: Even if you have not had good experiences with law enforcement in the past,

376

00:40:29.550 --> 00:40:36.919
UCR: you are much likely, much more likely to say, Hmm, that didn't go as I expected, it actually went a lot better,

377

00:40:37.240 --> 00:40:40.450
UCR: and that's how we in law enforcement

378

00:40:40.520 --> 00:40:42.290
UCR: move the needle forward.

379

00:40:42.830 --> 00:40:45.319
UCR: Now, the best part about this is,

380

00:40:45.540 --> 00:40:51.979
UCR: if we do that on a consistent basis, trust will incrementally increase.

381

00:40:52.040 --> 00:40:57.339
UCR: The unfortunate part is, if I come out to your house, and i'm risk you

382

00:40:57.410 --> 00:40:59.880
UCR: and i'm rude, and i'm dismissive.

383

00:41:00.510 --> 00:41:03.080
UCR: That's going to set us back a long way.

384

00:41:03.820 --> 00:41:11.410
UCR: So, understanding that responsibility is ours, means that when I come when the officer comes to your house

385

00:41:11.560 --> 00:41:13.620
UCR: and doesn't do it the right way.

386

00:41:14.090 --> 00:41:19.000

UCR: When I talked about quality through continuous improvement, you've got to get better,

387

00:41:19.120 --> 00:41:22.220

UCR: and that officer has to be held accountable for the fact that

388

00:41:22.350 --> 00:41:25.490

UCR: didn't go quite the way that we wanted.

389

00:41:25.640 --> 00:41:34.199

UCR: That doesn't mean that the officer is necessarily in trouble, or did anything procedurally wrong, but they did not make you feel welcome and included.

390

00:41:34.250 --> 00:41:37.479

UCR: And that's a problem, because that's our responsibility.

391

00:41:41.550 --> 00:41:48.110

UCR: Another question from the Webinar. What is your approach to organizational change within a department

392

00:41:50.330 --> 00:41:51.509

UCR: so

393

00:41:52.330 --> 00:41:56.340

UCR: obviously this is a This is a big change where we're going.

394

00:41:56.380 --> 00:42:02.659

UCR: What we're talking about with a a different safety model. It's something that

395

00:42:02.900 --> 00:42:07.329

UCR: constructed is different than even what i'm doing at Sc.

396

00:42:08.150 --> 00:42:13.940

UCR: But for me, coming in the door, I can't come in the door, saying, Well,

397

00:42:14.270 --> 00:42:18.160

UCR: I came from that Apd. And Usc. And we did it this way.

398

00:42:18.430 --> 00:42:20.599

UCR: So this is the way we're going to do it here,

399

00:42:20.910 --> 00:42:25.150

UCR: how to take some time to learn about the plan,

400

00:42:25.300 --> 00:42:28.769

UCR: how it's implemented who the players are involved.

401

00:42:28.860 --> 00:42:32.620

UCR: Even the communication network I mean I used to

402

00:42:33.580 --> 00:42:50.069

UCR: a multi multi-tier text, you know, to the Vice President, to the student concerns to everybody. Is that the way it's done here? How do you want to communicate? So there's a lot of elements to to change coming in.

403

00:42:51.540 --> 00:42:54.270

UCR: Obviously, I've I've made it clear that

404

00:42:57.230 --> 00:43:03.229

UCR: respect and treating people with respect is really important. That's obviously when I come in the door.

405

00:43:03.540 --> 00:43:08.149

UCR: But I'm still going to need to watch to see how everybody does that I mean. I've met with the department.

406

00:43:08.440 --> 00:43:14.689

UCR: I've watched them on Instagram. I've seen a lot of the things they've done, and I believe their heart is in the right place.

407

00:43:15.120 --> 00:43:23.960

UCR: But I won't know for sure, until they get a call to your house to say, or a call to handle something to say how they were handled, how they were treated,

408

00:43:24.330 --> 00:43:27.890

UCR: what feedback we get how that's addressed,

409

00:43:27.980 --> 00:43:31.319

UCR: if it's really good and positive and reinforced,

410

00:43:31.890 --> 00:43:34.319

UCR: or if it's not as good, we want to change it.

411

00:43:34.770 --> 00:43:40.259

UCR: And then how that fits in with everything else that goes on in the safety plan.

412

00:43:44.930 --> 00:44:01.439

UCR: Hi! My name is the director of underground scholars. That work for form incarcerated system impacted students on campus. So you mentioned earlier that you at Usc. And you installed over five hundred cameras. But I don't know if most people know. I'm sure you do. The cameras just protect property?

413

00:44:01.450 --> 00:44:07.120

UCR: Um! And actually don't make people say for themselves, they're installed for property. Do you think that

414

00:44:07.300 --> 00:44:22.679

UCR: instead of investing in like cameras, or if you do plan to go that route that money could be used elsewhere. Um, for other services on campus to support students like basic needs or things of that nature, instead of us investing into more additional cameras for surveillance.

415

00:44:22.690 --> 00:44:29.170

UCR: I'm: i'm. Just curious, because it it just shows that it protects property value, and it doesn't increase anyone's safety.

416

00:44:30.830 --> 00:44:32.020

UCR: So,

417

00:44:32.260 --> 00:44:40.120

UCR: as I said, uh cameras work there because our patrol area is so expensive

418

00:44:40.140 --> 00:44:41.259

UCR: and

419

00:44:41.960 --> 00:44:43.890

UCR: protect property.

420

00:44:43.980 --> 00:44:46.209

UCR: Um, to some extent.

421

00:44:46.370 --> 00:44:54.259

UCR: There are times when we are able to prevent, based on what we're able to observe crime from taking place. But

422

00:44:54.500 --> 00:44:57.739

UCR: just because that works at Usc.

423

00:44:58.340 --> 00:45:02.760

UCR: I certainly can't say that more cameras will work here,

424

00:45:02.880 --> 00:45:05.709

UCR: I mean. I looked at your annual crime report.

425

00:45:06.420 --> 00:45:11.239

UCR: I don't. I don't see based on what i'm seeing of the numbers

426

00:45:11.910 --> 00:45:14.870

UCR: something that would support an expenditure like that

427

00:45:15.050 --> 00:45:17.039

UCR: here, but that I don't know. Yet

428

00:45:22.600 --> 00:45:25.670

UCR: we have another question from the Webinar.

429

00:45:27.730 --> 00:45:38.749

UCR: Uh, what is your experience collaborating with the office of emergency management, and what ways have you enhanced the partnership to improve preparedness, response, and resilience

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00:45:42.470 --> 00:45:46.289

UCR: at Usc. The office of emergency management

431

00:45:46.340 --> 00:45:48.020

UCR: is Um,

432

00:45:48.550 --> 00:45:54.590

UCR: you will see, has these guys? They They look like firemen. They dress up like firemen. They even have a fire truck,

433

00:45:54.730 --> 00:46:09.479

UCR: but they coordinate all of our a lot of our response. Earthquake preparedness. Um, we have a lot of labs on campus. How? That's how that's addressed. How we respond to emergencies or alarms with the labs.

434

00:46:09.490 --> 00:46:19.239

UCR: So there is regular and collaborative training with the offices of emergency management to ensure that what we're doing is in lockstep with what they're doing.

435

00:46:20.880 --> 00:46:24.189

UCR: I I don't know the size of the

436

00:46:24.280 --> 00:46:30.079

UCR: uh division of emergency management here, but I can only imagine that

437

00:46:30.920 --> 00:46:34.870

UCR: there is a there is a collaborative response to

438

00:46:35.250 --> 00:46:37.339

UCR: the labs and things that you have here.

439

00:46:41.550 --> 00:46:43.630

UCR: Another Webinar question.

440

00:46:43.990 --> 00:46:54.769

UCR: Accreditation is about implementing best practices and implementing new policies. How do you plan to support this staff with accreditation?

441

00:46:55.230 --> 00:46:56.399

UCR: So

442

00:46:57.710 --> 00:47:14.749

UCR: accreditation is a way of officially saying that we are doing the things that we say we're doing Usc. Was accredited for about a year, and we didn't put the checks and balances in place to ensure that we were continually doing the things that we said we were doing,

443

00:47:14.800 --> 00:47:19.050

UCR: and as a result we we failed accreditation. But through that failure we

444

00:47:19.950 --> 00:47:28.579

UCR: I have been able to see what's necessary, because at the at the Los Angeles Police Academy we also had to be a poster credited, and

445

00:47:28.640 --> 00:47:39.160

UCR: in that area was able to pass. But we were able to show specifically that we were doing the specific things that were required to remain accredited. So one,

446

00:47:39.210 --> 00:47:46.399

UCR: the accreditation manager and the chief must work in lockstep, and it can't be like two months before the

447

00:47:46.520 --> 00:47:55.859

UCR: the accreditation is is there? It's got to be on a regular basis. They've got to be regular reports and audits to ensure that all of the things that are required

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00:47:56.150 --> 00:48:01.699

UCR: are taking place throughout the year, so that when you finally get to the point where the accreditation becomes the

449

00:48:02.690 --> 00:48:19.279

UCR: uh presentable. Then you know that you're gonna be good. I looked at the way we were doing it at at Usc. And the accreditation manager was. I kind of walked into this, and he was kind of like. Well, I send some emails out to the Watch Commander, say, show me where you're doing this,

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00:48:19.290 --> 00:48:24.450

UCR: Washmer Doesn't send me an email back. I just kind of well I did my part. That's not the way it works.

451

00:48:24.750 --> 00:48:35.240

UCR: There must be continued collaborative communication between everybody in the organization, the accreditation manager that coordinates and the chief

452

00:48:39.730 --> 00:48:47.550

UCR: another Webinar question. Historically and currently, some of our best officers, including two who became chief,

453

00:48:47.720 --> 00:48:51.229

UCR: came from our own diverse board of Ucr graduates

454

00:48:51.280 --> 00:48:57.880

UCR: because they had a familiarity with them. Familiarity with the campus community and culture.

455

00:48:58.250 --> 00:49:03.340

UCR: If the recruitment of officers from Ucr a positive factor in your view,

456

00:49:05.550 --> 00:49:21.479

UCR: absolutely, I mean, look, i'm coming from a place I've obviously got a lot of experience in different areas. But i'm not going to be able to do anything without. You know the the the officers that have been here for long periods of time, and

457

00:49:21.490 --> 00:49:27.920

UCR: everything I've been able to assess in the past couple days is that they're going to be a great assistance to me going forward,

458

00:49:28.640 --> 00:49:40.649

UCR: identifying, like, who and what, and is going to be best for the mission going forward is going to be critical to my my success and the success of the overall safety plan. So

459

00:49:40.730 --> 00:49:43.499

UCR: yeah, that's pretty easy question. Absolutely.

460

00:49:59.990 --> 00:50:01.750

UCR: So you mentioned You're from

461

00:50:01.820 --> 00:50:04.229

UCR: Los Angeles born and raised and

462

00:50:04.370 --> 00:50:08.629

UCR: work there your whole life. Um! What brings you to Ucr. And why now?

463

00:50:09.400 --> 00:50:10.439

UCR: Well,

464

00:50:13.470 --> 00:50:23.890

UCR: I think my my experience and what you see our is looking for as far as the chief and and the ability to relate to the community, I think,

465

00:50:24.230 --> 00:50:26.290

UCR: has brought me to this place

466

00:50:26.320 --> 00:50:29.859

UCR: now and and today

467

00:50:30.540 --> 00:50:33.890

UCR: thirty eight years a long time to spend doing this,

468

00:50:34.370 --> 00:50:41.680

UCR: and at some point I realized I wanted to lead an organization. There are things that I think

469

00:50:41.870 --> 00:50:43.240

UCR: could be done better

470

00:50:43.850 --> 00:50:53.360

UCR: to improve relationships between law enforcement and the community. I think my understanding, my ability to handle difficult conversations with

471

00:50:53.480 --> 00:50:59.359

UCR: black and brown people is going to be beneficial to where the organization wants to go,

472

00:50:59.620 --> 00:51:02.089

UCR: and when I looked at the beginnings of

473

00:51:02.320 --> 00:51:04.580

UCR: the safety plan, and where it is,

474

00:51:06.220 --> 00:51:08.850

UCR: I think i'm the right person at the right time.

475

00:51:14.260 --> 00:51:16.009

UCR: A Webinar question

476

00:51:16.180 --> 00:51:26.940

UCR: given multiple studies, showing that armed cops and schools have never prevented school shootings and more funding for mental health professionals does actually reduce violence.

477

00:51:27.140 --> 00:51:32.670

UCR: Why should there be armed cops on campus, What peer-reviewed studies would you cite

478

00:51:33.900 --> 00:51:35.909

UCR: which What was the last of that?

479

00:51:38.350 --> 00:51:42.769

UCR: The last part was what peer reviewed studies. Would you site?

480

00:51:46.340 --> 00:51:53.760

UCR: You know I don't. I'm unable to cite any specific peer review studies. But I can tell you this:

481

00:51:54.800 --> 00:51:56.109

UCR: the average

482

00:51:57.920 --> 00:51:59.370

UCR: school shooting

483

00:51:59.530 --> 00:52:01.909

UCR: ends in about five to seven minutes.

484

00:52:02.050 --> 00:52:06.589

UCR: It's gonna take law enforcement a lot longer to get there than

485

00:52:07.050 --> 00:52:16.500

UCR: five. So five to seven minutes you might get there earlier they might not Now does their arrival. We saw in you, Val Day. Does their arrival mean that they're going to take your business?

486

00:52:17.340 --> 00:52:18.770

UCR: Maybe Maybe not.

487

00:52:19.190 --> 00:52:20.240

UCR: But

488

00:52:20.280 --> 00:52:22.970

UCR: I think the fact that we train to that,

489

00:52:23.310 --> 00:52:29.040

UCR: and we understand that, and that's a mindset just like having a mindset of serving,

490

00:52:29.120 --> 00:52:38.439

UCR: having The mindset of eliminating the threat quickly is something that has to be trained and responded to on a regular basis. To say that

491

00:52:38.910 --> 00:52:43.590

UCR: no one on campus should be armed, and we just hope and pray that

492

00:52:44.610 --> 00:52:48.599

UCR: the municipality gets there to me is

493

00:52:48.860 --> 00:52:50.580

UCR: extremely risky.

494

00:52:58.400 --> 00:53:00.680

UCR: Okay, another Webinar question.

495

00:53:01.020 --> 00:53:07.170

UCR: Ten years ago at Usc, two students from China were murdered. While waiting in their car,

496

00:53:07.540 --> 00:53:10.549

UCR: the perpetrator was arrested and convicted.

497

00:53:10.830 --> 00:53:18.489

UCR: If you know, how was that crime solved? And what are your thoughts about the prevention of violent crimes on campus.

498

00:53:21.320 --> 00:53:22.470

UCR: So

499

00:53:23.600 --> 00:53:28.250

UCR: that that happened right before I I got there. And um!

500

00:53:29.140 --> 00:53:34.469

UCR: It was solved through investigation, through lap homicide detectives.

501

00:53:34.980 --> 00:53:39.100

UCR: Oddly enough, that was in two thousand and thirteen and two thousand and fourteen.

502

00:53:39.430 --> 00:53:47.719

UCR: We had a student killed um while walking home from campus. It was a Chinese national, and it was the cameras that had them in custody

503

00:53:48.320 --> 00:53:49.930

UCR: before the sun came out.

504

00:53:52.200 --> 00:53:53.359

UCR: The

505

00:53:58.680 --> 00:54:08.289

UCR: the prevention of I think, of violence on campus. It has a lot to do, I think, with the relationship that the Department has

506

00:54:08.940 --> 00:54:10.739

UCR: with the student community.

507

00:54:10.850 --> 00:54:12.160

UCR: Um!

508

00:54:12.640 --> 00:54:18.079

UCR: What I've seen is that students have a tendency to kind of be in their own world at times,

509

00:54:18.140 --> 00:54:36.779

UCR: and it takes us to partner with them to remind them. Hey, you need to look up. You need to be mindful. You need to be aware of your surroundings. We have a program called Live safe at Usc and live safe allows us or allow students to give out a tip. Sometimes they can do their own video.

510

00:54:36.790 --> 00:54:44.000

UCR: It can be anonymous, but it really helps us because it goes right to our dispatch and tells, Hey, this is what you need to respond to.

511

00:54:44.360 --> 00:54:45.649

UCR: So

512

00:54:48.550 --> 00:54:55.820

UCR: preventing violence on campus is an ongoing thing. It It requires a lot of communication. I mentioned

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00:54:56.110 --> 00:55:08.110

UCR: that assessment I mentioned uh crime to crime trends through comms that I mentioned. The same people come to campus on a regular basis. So the more knowledge we have, the better off we are

514

00:55:08.180 --> 00:55:13.180

UCR: when it's a shared responsibility. It's not just on the police department.

515

00:55:15.450 --> 00:55:26.029

UCR: The cameras were able to catch that individual's death, because it clearly gave a real world example of how cameras actually don't make people safer. That individual was not made safer because of the surveillance.

516

00:55:26.850 --> 00:55:27.709

UCR: True,

517

00:55:28.130 --> 00:55:32.689

UCR: sure, they they did not prevent his homicide. It just apprehended his killer.

518

00:55:35.600 --> 00:55:46.939

UCR: Okay, I have a question that was submitted during registration for the Webinar, and I want to shift topics here a little bit. What is your plan for moving the department forward in a technological aspect?

519

00:55:47.510 --> 00:55:49.499

UCR: Hmm. Wow, um!

520

00:55:50.000 --> 00:55:53.679

UCR: There's so much technology out there, and

521

00:55:55.140 --> 00:56:09.309

UCR: it really requires a partnership with it to say what technology is going to best suit our needs here at Uc. Riverside. Um Usc. Has certain technologies with regard to

522

00:56:09.720 --> 00:56:24.579

UCR: how buildings are locked, how they're unlocked facial recognition. There's a host of things that you can do. But again, because that works there. I don't know that that necessarily works here. So determining what the needs are

523

00:56:24.610 --> 00:56:36.589

UCR: are really, I think, important to having the right thing. You don't want to just spend money just to spend money, and I don't think the University would would accept that. So it's a matter of being informed, and finding out

524

00:56:37.110 --> 00:56:43.569

UCR: one of the best things that are going to be available for this particular campus based on

525

00:56:43.640 --> 00:56:46.080

UCR: need, crime,

526

00:56:46.540 --> 00:56:47.839

UCR: safety,

527

00:56:48.100 --> 00:56:50.189

UCR: security, and

528

00:56:50.400 --> 00:57:00.660

UCR: that could be a variety of different things, but it i'm constantly as a captain giving. Hey, take a look at this. Take a look at this, take a look, this, everybody selling something,

529

00:57:00.680 --> 00:57:07.240

UCR: and it's not just me that decides. Oh, i'm the chief. So I decide we'll spend money on this.

530

00:57:07.850 --> 00:57:09.949

UCR: It is a great partner in that

531

00:57:13.030 --> 00:57:15.110

UCR: have time for one more question.

532

00:57:15.230 --> 00:57:24.310

UCR: Um, what is your vision for a partnership with the surrounding community? Not necessarily the other municipal agency, but the community.

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00:57:25.690 --> 00:57:28.400

UCR: So from what I've been told

534

00:57:28.520 --> 00:57:29.819

UCR: um

535

00:57:30.370 --> 00:57:33.620

UCR: you. You see, our Pd. Already has a

536

00:57:33.650 --> 00:57:52.630

UCR: a good relationship with the surrounding community, and there's a great deal of trust uh one of the things that we have at Usc. That I don't know if it's possible to implement here. We have a really robust cadet program, and those are kids that are fourteen to eighteen that we tutor. With regard to their studies,

537

00:57:53.440 --> 00:58:02.320

UCR: discipline, and academy. They participate in community events, and some of those people come back to Usc as either students,

538

00:58:02.730 --> 00:58:06.899

UCR: community service officers, sometimes even public safety officers. So

539

00:58:07.100 --> 00:58:10.779

UCR: that's a That's an idea that I have. But I think,

540

00:58:11.330 --> 00:58:19.169

UCR: being responsive to when an aware of what goes on in the surrounding community, what their needs and concerns are,

541

00:58:19.390 --> 00:58:31.450

UCR: from what I what I've heard, that the the community surrounding. Sometimes we'll call Ucrpd before they call Riverside, Pd. And maybe that's because of response and a level of understanding. So

542

00:58:31.780 --> 00:58:36.510

UCR: building upon that would be something that would be ideal um

543

00:58:36.730 --> 00:58:50.580

UCR: participation in their events that are surrounding the or surrounding the campus community. And I could say that the way. I I've always thought the way to a community's heart is through their kids. So

544

00:58:50.700 --> 00:58:52.970

the cadet program is something i'd love to do

545

00:58:56.010 --> 00:59:14.929

UCR: all right. Well, we are at time. I know we're having really good conversation. But thank you, Ed, for that presentation, and thank you. Everyone for joining us. Those of you who are in person as well as virtual, just as a reminder, you can provide feedback via the candidate feedback survey. You can find that on the executive searches website, and thank you again. Have a wonderful day, and thank you, Ed.