WEBVTT

1
00:00:02.800 --> 00:00:10.770
UCR: Good afternoon, Everyone you know some of you who are joining us virtually. You're still logging into your audio, so we'll just give it a few more seconds, and then we'll get started.

2
00:00:24.390 --> 00:00:40.440
UCR: All right. Well, let's just jump into things all right, so welcome everyone. Um, Thank you for taking time to participate in State Vision Seminar for Ucr. Search for its next director of Campus Safety Services. I'm. Tony Adams, Director of Human Resources, and I'm. Supporting this search.

3
00:00:40.450 --> 00:00:59.880
UCR: We are pleased to welcome Anthony Frisbee. Anthony is currently serving as interim chief of police here at Uc. Riverside. In addition to his interim chief role, Anthony serves as a lieutenant at the Uci Police Department. He received his bachelor's degree from Chapman University, and Master's degree from Uc. Irvine.

4
00:00:59.990 --> 00:01:11.710
UCR: Please be advised that We've provided Anthony with a prom 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

5
00:01:11.740 --> 00:01:20.350
UCR: the specific opportunities and challenges he sees here Ecr. And his vision for Ucr. Pd. And how he would work towards achieving that vision.

6
00:01:20.660 --> 00:01:35.880
UCR: We'll then open up the session for any questions 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. If you're joining us virtually. Please feel free to submit your questions via the Q. A. Feature, and with that i'll hand it over to you, Anthony.

7
00:01:35.960 --> 00:01:42.400
UCR: Well, good afternoon, and thank you all for being here. It's shared. My name is Anthony Frisbee. Him his pronouns,

8
00:01:42.540 --> 00:01:50.769
UCR: and as I share about safety today, and inclusive safety safety for the whole community. I think it's really important that we first

9
00:01:50.810 --> 00:01:55.090
um recognize They was indigenous people's day earlier this week,

10
00:01:55.230 --> 00:02:02.660
UCR: and here at Ucr. I think it's important. We um share the Uc.
Riverside land acknowledgment before we get started,

11
00:02:02.940 --> 00:02:11.280
UCR: and we at Ucr would like to respectfully acknowledge and recognize
our responsibility to the original and current caretakers of this land,
Water and air.

12
00:02:11.440 --> 00:02:13.809
UCR: The Korea Tongueva,

13
00:02:13.890 --> 00:02:33.159
UCR: Lucenyo in Toronto peoples and all their ancestors and descendants,
past, present, and future. Today this meeting at home is home. This
meeting place is home to many indigenous peoples from all over the world,
including Ucr Faculty students staff, and we are grateful to have an
opportunity to work live

14
00:02:33.250 --> 00:02:35.870
UCR: on these on these homelands,

15
00:02:37.350 --> 00:02:56.949
UCR: and I share that today, because I really like to keep in mind the
idea of holistic safety, and that as we're talking about safety and the
opportunities and the challenges within law enforcement specifically
campus law enforcement here at Ucr that we are talking about, we should
be including all the entire community, especially those

16
00:02:57.150 --> 00:03:00.490
UCR: by who may not have had a voice in past conversations.

17
00:03:04.830 --> 00:03:24.619
UCR: So today i'll uh the prompts were already shared, so i'll talk a
little, introduce myself very briefly, and then talk about law
enforcement uh challenges and opportunities in general not going to spend
a lot of time there. I really like to focus the majority of the time on
the opportunities and vision, for here at Ucr specifically

18
00:03:26.950 --> 00:03:29.489
UCR: little bit about myself. Um.

19
00:03:31.100 --> 00:03:44.500
UCR: Thirty years in public service, eighteen years serving student, staff and faculty and higher education at Uci I Uc. Irvine uci hell, and for the last nine months, right here at Uc. Riverside is your interim director in chief.

20
00:03:44.980 --> 00:03:52.549
UCR: I already share, took a little bit of thunder away from me by reading by a bachelor and master's degree.

21
00:03:52.890 --> 00:03:59.300
UCR: So a little bit about myself. Personally, I'm married. I have an amazing partner who has been extremely supportive

22
00:03:59.530 --> 00:04:06.559
UCR: while we don't have any children. We do have eighteen nieces and nephews. Some of them are in the picture. That's that's up behind me here,

23
00:04:07.020 --> 00:04:09.350
UCR: and additional additionally.

24
00:04:09.720 --> 00:04:20.269
UCR: Uh and last, but not least, is our two puppies, so I call them puppies with the two puppies you see up there are actually twelve years old each.

25
00:04:20.290 --> 00:04:32.649
UCR: They're five pounds a piece, and that, quite frankly, is our pride in joy at home. Uh, and is just amazing to come home to that uh unconditional level. You see those those tails just wagon,

26
00:04:32.860 --> 00:04:36.760
UCR: So that's a little bit about me just in summary,

27
00:04:36.940 --> 00:04:39.500
UCR: and i'll jump right into

28
00:04:40.210 --> 00:04:41.960
UCR: one of the reasons

29
00:04:44.450 --> 00:04:48.729

UCR: right into the some of the challenges and opportunities we have in

30
00:04:48.940 --> 00:04:50.819
UCR: in law enforcement today.

31
00:04:51.790 --> 00:04:54.250
UCR: First of all it's. It's building Trust

32
00:04:54.400 --> 00:05:13.440
UCR: right, and this isn't new, and this is building trust through transparency, through equity, through voice. These are things that law enforcement has been working on um for decades, but this continues to be a challenge and an opportunity today, and I look forward to talking more as we get specifically to Ucr,

33
00:05:13.450 --> 00:05:17.430
UCR: and the opportunities we have here to move that trust forward,

34
00:05:17.480 --> 00:05:24.100
UCR: and, I understand trust, is not only building trust, but then also maintaining that trust,

35
00:05:25.110 --> 00:05:27.080
UCR: and then reimagining, policing.

36
00:05:27.240 --> 00:05:38.429
UCR: This is something that's come up for the last couple of years, but policing the evolution of policing and continuing to reimagine. And how we can do that here. Ecr: again. Look forward to going in more detail

37
00:05:38.900 --> 00:05:43.470
UCR: other challenges, uh within law enforcement in general, violent crime

38
00:05:45.060 --> 00:05:57.609
UCR: in society as well. Here here on campus and addiction, the addiction that we see, and some of these issues, such as addiction, even the Internet crimes and some of the scams that we're seeing

39
00:05:57.910 --> 00:06:09.799
UCR: Don't all fall just within law enforcement. Quite frankly, It needs to be more of a tiered response by some of our partners right in the city from social services. But if it's for mental health, behavioral health,

40
00:06:10.630 --> 00:06:12.500
UCR: as well as here on campus,

41
00:06:13.470 --> 00:06:18.120
UCR: and then cultural awareness, building and expanding cultural
competency

42
00:06:18.270 --> 00:06:21.749
UCR: through training and through community engagement.

43
00:06:21.820 --> 00:06:26.150
UCR: These are all challenges at the same time opportunities.

44
00:06:28.340 --> 00:06:38.169
UCR: Now last year in December, about December, November, December, I
learned about the potential opportunity to come here as your as your
interim director in chief,

45
00:06:38.580 --> 00:06:49.259
UCR: and as I did the research because it wasn't sure is this the right?
Would this be the right move? Do I? Do? I want to go for this
opportunity? Did the research on Ucr. And I was really intrigued

46
00:06:49.350 --> 00:06:56.390
UCR: because you here at Ucr. We're looking at safety in a whole new way.
You are looking at holistic safety.

47
00:06:56.440 --> 00:07:06.469
UCR: Generally. When you think about safety, it can be oftentimes it's
physical safety, which is very important oftentimes that ties back to
campus, police and campus safety.

48
00:07:06.890 --> 00:07:09.050
UCR: But here you are. You're looking at.

49
00:07:09.080 --> 00:07:27.269
UCR: Safety. Safety is also home security, right? Housing, security,
food, security, mental health, health care. It's all encompassing. So for
to have a safe welcoming uh environment, campus environment, you need all
of these things, and you had created

50
00:07:27.540 --> 00:07:30.769
UCR: the health, well-being, and safety organization,

51
00:07:30.800 --> 00:07:33.810
UCR: and I was really intrigued by that. And I wanted to come here

52
00:07:34.160 --> 00:07:43.810
UCR: that, just pausing for a second in two thousand and seventeen. At Uci help I had the opportunity to create a tiered response model where I

53
00:07:43.900 --> 00:07:52.990
UCR: utilized police officers, campus officers, but added an arms, safety professionals, campus, safety, ambassadors, campus, safety officers

54
00:07:53.130 --> 00:07:56.700
UCR: for the right professional to respond to each call.

55
00:07:57.230 --> 00:08:08.519
UCR: Um! So I was really excited to bring that experience. Work with Dr. Woods work with the community here and uh move forward on a vision for safe to holistic safety here.

56
00:08:10.910 --> 00:08:24.719
UCR: So, looking into the future when I came here in in January, and I have a unique opportunity to talk to you about um from January. That vision and what I've done last nine months, and moving forward what to continue to do.

57
00:08:24.830 --> 00:08:32.590
UCR: It's really inclusive safety, and through guardians and i'll. I'll define that a little bit better and and share a little bit more information.

58
00:08:33.950 --> 00:08:37.129
UCR: So guardianship lens is one of

59
00:08:37.150 --> 00:08:46.349
UCR: versus an enforcement only. Lens is one of prevention, intervention, education, enforcement, and most importantly efficacy

60
00:08:46.600 --> 00:08:48.690
UCR: are the things that we're doing

61
00:08:48.840 --> 00:08:59.620

UCR: having the desired effect? Is it making the campus safer? Is it
making the camp it more welcoming and inclusive as well are all of those
values being taken into account

62
00:09:05.060 --> 00:09:10.609
UCR: with that. A guardianship culture is one where the officers, your
officers here,

63
00:09:10.830 --> 00:09:12.260
UCR: our defenders,

64
00:09:12.810 --> 00:09:17.939
UCR: not enforcers of our students, none forces of our student staff and
faculty but their defenders.

65
00:09:18.440 --> 00:09:24.419
UCR: It's a culture in which your your officers, and all of your
department staff here

66
00:09:24.580 --> 00:09:32.420
UCR: view our whole community as partners and partners for for safety and
campus safety, because at the end of the day

67
00:09:32.960 --> 00:09:48.769
UCR: well, we take our our roles extremely. Um, we have an honor and take
our roles extremely importantly. It takes all of us here in this room on
Zoom, everybody here on campus working together to make a safe
environment and create safety.

68
00:09:51.530 --> 00:09:59.290
UCR: And then a culture of of guardianship is one in which we're using
prevention, intervention, education, enforcement, and efficacy.

69
00:09:59.640 --> 00:10:07.069
UCR: So that we're uh rather than primarily using enforcement. And here's
an example that i'll share with you on that

70
00:10:07.610 --> 00:10:15.869
UCR: you have a one of our campus officers police officers comes in, puts
the uniform on, goes out in the car and starts making car stops

71
00:10:18.290 --> 00:10:21.280
UCR: that would for for just to make car stops.

72
00:10:22.410 --> 00:10:40.999
UCR: That's enforcement only oriented. When you look at a guardianship lens the same officers coming in that officer, and this is what our officers here do every every day here on campus. The officer comes in, puts the uniform on, goes out and goes. You know what this intersection Here

73
00:10:41.010 --> 00:10:51.469
UCR: we're having close calls in, or we've had accidents in this intersection. I'm. Going to conduct some enforcement activity in this area for presence, for intervention, to educate

74
00:10:52.220 --> 00:10:56.679
UCR: and for enforcement to make that intersection help that intersection be safer.

75
00:10:57.230 --> 00:10:59.029
UCR: But it doesn't in there

76
00:11:00.040 --> 00:11:07.930
UCR: through a guardianship limbs that officers also going. Why are we having these close calls? Why are we having these accidents in this intersection? Now,

77
00:11:08.770 --> 00:11:25.710
UCR: is it because the the vegetation overgrown the stop sign? Is it because the light is dim on the stop light? Is it because the Uh paint on the road is is dimmed away? Is there anything environmental that's happening causes a structural,

78
00:11:26.090 --> 00:11:30.970
UCR: And then that same officer through guardianship. Lenses reaching out to our campus partners

79
00:11:30.990 --> 00:11:42.150
UCR: might be parking, might be facilities might be others to come in and fix that. So it's a long term. Fix. It's not just enforcement to address an issue.

80
00:11:42.360 --> 00:11:46.719
UCR: Now, generally speaking, is not going to resolve issue long term.

81
00:11:46.800 --> 00:11:49.410
UCR: That's the difference between enforcement and guardianship.

82
00:11:50.180 --> 00:11:55.969
UCR: And then ultimately all of this is so that we're partnering with our campus community

83
00:11:56.100 --> 00:11:58.440
UCR: to build a safe, inclusive

84
00:11:59.410 --> 00:12:03.299
UCR: save inclusive and welcoming environment

85
00:12:04.470 --> 00:12:05.580
UCR: together.

86
00:12:08.160 --> 00:12:11.559
UCR: So how do we operationalize this this vision,

87
00:12:11.720 --> 00:12:21.899
UCR: and this is something I'm really proud of. The last nine months the department working together with many of our campus partners and community. We've instituted a tiered response model.

88
00:12:22.750 --> 00:12:28.310
UCR: Do we always need an armed police officer to respond to every call for service on campus?

89
00:12:28.770 --> 00:12:29.820
UCR: No.

90
00:12:29.860 --> 00:12:36.570
UCR: Is it important that we have campus, your campus police officers here to respond to violence and emergencies in crime?

91
00:12:36.780 --> 00:12:37.800
Yes,

92
00:12:38.060 --> 00:12:50.379
UCR: but do they need? Do we need an armed officer to open an old lock doors to respond to skateboard calls for disturbance or electric scooters that are driving on safely through the core campus. Now,

93
00:12:50.800 --> 00:12:53.529

UCR: that's where the tiered response model comes in,

94
00:12:53.680 --> 00:13:06.420
UCR: and a couple of things over the last nine months that we've initiated was creating a public safety position full time unarmed, that can handle those type of calls. I'm glad to report to you today that that position

95
00:13:06.430 --> 00:13:20.079
UCR: uh we'll be the we're nearing, hiring for that position. Now they're in finishing their backgrounds, and we'll be here in early November, and we'll have somebody on twenty-four hours a day, seven days a week, with with our campus police team.

96
00:13:21.120 --> 00:13:22.570
UCR: Additionally,

97
00:13:22.980 --> 00:13:28.519
UCR: we have this amazing Highlander Ems group here. It's a student group.

98
00:13:28.830 --> 00:13:34.559
UCR: They do amazing work. They volunteer at all of many of our large events here on campus to help

99
00:13:34.750 --> 00:13:37.139
UCR: with medical aids and help keep us safe.

100
00:13:37.680 --> 00:13:47.229
UCR: We've just hired fifteen of the students emts to be part of a campus, safety uh Camp Community service officer program,

101
00:13:47.450 --> 00:13:53.529
UCR: and what they are going to do now. Eight hours a day, seven days a week They'll be responding to medical aids

102
00:13:53.950 --> 00:13:56.259
UCR: with full time professional staff.

103
00:13:56.390 --> 00:14:12.559
UCR: They're quite frankly, highly trained. They're full emts. Doesn't change the the fire. The medics ambulances. It'll still come in, but it'll be allows us to provide a higher level of service, utilizing our students right here at Ucr to help with that tiered response.

104
00:14:12.870 --> 00:14:27.799
UCR: These are just couple of examples internally. And then we have our community service officers. That program was in place. We're continuing to expand that program to help provide additional services like point to point that's coming back the point to point safety shuttle for students

105
00:14:31.180 --> 00:14:36.650
UCR: other areas that we've we've worked on the last nine months and that are new here to the campus.

106
00:14:36.850 --> 00:14:38.610
UCR: One is transparency,

107
00:14:39.200 --> 00:14:44.470
UCR: I believe, strongly, and this this was part of the Ucop Community safety plan

108
00:14:44.560 --> 00:14:48.870
UCR: as well as Ucrs task force recommendations.

109
00:14:49.710 --> 00:14:54.239
UCR: This is up on our website right now as of March. This didn't exist

110
00:14:55.030 --> 00:14:59.329
UCR: before I had arrived, and our team in the department put this together,

111
00:14:59.450 --> 00:15:01.869
UCR: i'm sharing a lot of things that we've done

112
00:15:01.930 --> 00:15:06.180
UCR: very proud that I've been here as we've done these things, but this takes a whole team

113
00:15:06.410 --> 00:15:16.039
UCR: within the department and campus partners to actually create and do the transparency dashboards you can now look, has got several items from our demographics of our department

114
00:15:16.300 --> 00:15:20.509
UCR: to use the force complaints as well as our

115
00:15:20.960 --> 00:15:29.400
UCR: contacts. Whether an officer is called out for service, whether they stop a car and the demographics associated with that

116
00:15:29.510 --> 00:15:42.869
UCR: Erez agmoni. This is one way of us being transparent with our data for our community, and also for allow us to look at more closely at that data to make sure that we're not having disparate impacts on any specific areas of our community, one hundred and fifty

117
00:15:43.330 --> 00:15:44.580
UCR: with our,

118
00:15:44.660 --> 00:15:45.990
UCR: with our actions,

119
00:15:46.670 --> 00:15:49.610
UCR: and then diversity, equity, inclusion, training.

120
00:15:51.860 --> 00:16:02.770
UCR: The Department and the officers have gone through extensive Dei training over the years. Just in the last nine months. I'm happy to report. All of our officers have completed

121
00:16:03.090 --> 00:16:07.269
UCR: and have completed the you see implicit Bias series.

122
00:16:07.630 --> 00:16:25.090
UCR: They've also um working with Vice Chancellor, Maryam Lamb. She put on a full day training which included the history of policing, and brought in campus partners to educate and to share information stories and help us uh understand different viewpoints within the department

123
00:16:25.530 --> 00:16:28.619
UCR: and for the officers to share information back as well,

124
00:16:29.400 --> 00:16:35.660
UCR: and then the last two internally, that i'll just touch on is real-time feedback.

125
00:16:35.700 --> 00:16:38.909
UCR: I think it's really important to also give voice

126
00:16:39.050 --> 00:16:58.790
UCR: to the community and give an opportunity for feedback. What are our officers do? Doing well? And if there's a concern, What did? What is that on the back? The business cards? We have a resource guide now on the back of the business cards that provides resources all across this campus for our students staff and faculty. In addition to the police department,

127
00:16:59.320 --> 00:17:15.550
UCR: health, well-being, and safety website is on the back of our card, with additional resources, and then we have a real time Feedback, Qr. Code, Where? So anybody that officers come in contact with can provide us real time feedback. Now, moving forward. We're taking a one step further.

128
00:17:15.630 --> 00:17:25.959
UCR: And this is the vision continuing vision of safety and and transparency. Is anybody that calls into our dispatch center will have this opportunity even before you get the the card.

129
00:17:27.510 --> 00:17:30.310
UCR: And then, finally, I had clear accreditation.

130
00:17:30.540 --> 00:17:40.659
UCR: Our department is accredited through California Commission on Peace Officer and Standards Training Post. So we are an accredited police agency.

131
00:17:41.090 --> 00:17:57.380
UCR: However, we're going for a second accreditation through I. This is a platinum standard accreditation for campus police departments has over two hundred and forty um standards that we have to meet for policy protocols, procedures, and that ties into

132
00:17:57.790 --> 00:18:03.169
UCR: Uh. We not only have to have those in place. We have to have proofs to show that we're following that

133
00:18:03.300 --> 00:18:06.879
UCR: it's a three-year process we've started that process this June,

134
00:18:07.970 --> 00:18:12.450
UCR: and we're starting to move forward to that. And I'm I'm really excited about that.

135
00:18:15.220 --> 00:18:18.789

UCR: And then I began this conversation about holistic safety.

136
00:18:19.040 --> 00:18:25.089
UCR: I've just talked about different tiers within the department, and the things that we've been working on together.

137
00:18:25.330 --> 00:18:42.309
UCR: But safety is is much more than inside the police and campus safety on this university. It's health well being in safety, it's all of you, all of you, on the on the call. And here's just four examples. I wanted to bring up one, and these are all outside department.

138
00:18:42.570 --> 00:18:51.290
UCR: One is Dr. Woods and Caps and other partners are creating a mental health response team behavioral health response team.

139
00:18:51.430 --> 00:18:55.820
UCR: This is where we have a student in crisis right now. I send a police officer in the future.

140
00:18:55.940 --> 00:19:00.540
UCR: This will be a behavioral specialist, not with an armed police officer.

141
00:19:00.590 --> 00:19:06.030
UCR: I know, on other universities, and this is some confusion that an armed police officer may be tied to, that.

142
00:19:06.540 --> 00:19:12.139
UCR: It's not violent. There's no part, no weapons involved. Behavioral specialist

143
00:19:12.320 --> 00:19:18.199
UCR: with unarmed safety. Professionals are the ones that are responding out. Not a police officer,

144
00:19:18.940 --> 00:19:24.859
UCR: but the police officers are still there to sport if they're called in their emergency, or they they need assistance.

145
00:19:26.310 --> 00:19:27.539
UCR: The Um.

146

00:19:29.480 --> 00:19:31.800
UCR: Okay, that's checking my time

147
00:19:32.050 --> 00:19:33.950
UCR: and then our campus partners.

148
00:19:34.020 --> 00:19:48.949
UCR: One reason I've stayed in campus policing for eighteen years is because I fell in love with it, because we have the resources here on the campus, right in the Uc. System. Even more so here. What I found at Ucr

149
00:19:48.960 --> 00:19:59.199
UCR: from our pantry, counseling center or caps to student conduct, everybody in student affairs, our affinity student uh groups, our affinity staff groups.

150
00:19:59.300 --> 00:20:02.359
UCR: We have so many resources here for students

151
00:20:02.460 --> 00:20:08.410
UCR: to work on prevention, intervention, and education to support them ultimately to student success

152
00:20:09.470 --> 00:20:13.080
UCR: and staff and and faculty success, too. I don't want to leave you all out,

153
00:20:13.100 --> 00:20:17.049
UCR: but focusing on the students right now. There are so many resources available,

154
00:20:17.330 --> 00:20:32.610
UCR: and that, I think, is extremely important. That goes to show the holistic view of safety here at Ucr, which we're very proud to be a part of. But we're not not the sole beneficiary. The last two i'll talk about is restorative justice.

155
00:20:32.620 --> 00:20:41.689
UCR: Um. This is a program where Dr. Woods, Dr. Shalari, are working on a this really diversion program, where we may have students that make make a mistake

156
00:20:42.050 --> 00:20:44.540
UCR: non-violent mistake. Maybe it's a theft

157
00:20:45.150 --> 00:20:48.079
UCR: right now that might go through the criminal justice system,

158
00:20:50.490 --> 00:20:52.720
UCR: not with the restorative justice program

159
00:20:52.820 --> 00:20:54.709
UCR: working with the da

160
00:20:54.780 --> 00:20:57.510
UCR: somebody makes a mistake. That's non-violent

161
00:20:57.650 --> 00:21:15.899
UCR: a minor mistake like this to go through restorative justice to where they can, They'll still be held accountable. But they can. The community can heal with that with the offender, and that they can then move forward in success here rather than derailing. Somebody is providing opportunities for success.

162
00:21:16.830 --> 00:21:29.219
UCR: And then, finally, a police accountability board. I'm really excited. You see, Davis has had a Police Accountability Board for several years. Now all ten uses will be going to a police Accountability board, including us

163
00:21:29.300 --> 00:21:47.220
UCR: and I'm. I'm fully supportive of this on this board and this this option what it does. We generally hear Ucr get about two complaints in the police department a year. Now, while I think we've done a good job in investigating those complaints and holding holding our staff accountable.

164
00:21:47.230 --> 00:21:51.019
UCR: How can we build trust truly and transparently

165
00:21:51.090 --> 00:21:53.849
UCR: with the community? We're investigating ourselves,

166
00:21:53.910 --> 00:21:57.949
UCR: and I think that, and we've heard that voice from our community here at Ucr.

167
00:21:58.340 --> 00:22:08.539

UCR: So with the Pav. What happens is the complaint is investigated outside of the of the department. Those findings are provided to this board, which is student, staff, and faculty,

168
00:22:08.590 --> 00:22:16.610
UCR: and then the board meets with the chief and provides recommendations, and chief still ultimately responsible for discipline and accountability within the department.

169
00:22:16.880 --> 00:22:20.589
UCR: So i'm really excited about this because it's another up, another,

170
00:22:20.750 --> 00:22:27.170
UCR: a potential opportunity for us to build trust with the community through transparency and accountability.

171
00:22:30.390 --> 00:22:34.439
UCR: And for that i'll close and open it up to questions.

172
00:22:34.980 --> 00:22:49.739
UCR: Thank you, Anthony, for that presentation. Um. So, 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 virtually. Please submit those questions via the Q. A. Feature

173
00:22:58.860 --> 00:23:17.339
UCR: we have a Webinar question. Um. This person is saying, I've asked all the candidates about use of cameras in campus law enforcement. One candidate said they viewed cameras as force multipliers and utilize one hundred and forty cameras. Another agreed, but said they use five hundred cameras on their campus.

174
00:23:17.350 --> 00:23:29.840
UCR: A. Although, he said, cameras typically deter property crime. In at least one instance, cameras were used to solve a murder and support a successful prosecution. What are your thoughts about the use of cameras on campus?

175
00:23:30.790 --> 00:23:34.659
UCR: Thank you for that question. I think cameras are a good tool,

176
00:23:35.240 --> 00:23:45.199

UCR: but when used appropriately, so do we need i'm not, and I don't have a number for you. But do we need a thousand more cameras here on campus. No,

177
00:23:46.170 --> 00:23:59.420
UCR: And we use additional cameras in in very strategic locate areas where we know we're having thefts per degrees. Other things catalytic converters and our parking lots to help identify who those suspects are.

178
00:23:59.550 --> 00:24:02.870
UCR: Yes, and and here's the reason why

179
00:24:04.030 --> 00:24:22.370
UCR: we have some cameras here on campus right now. I'll show you with you. Our detectives done an amazing job, and our our police officers, in going back reviewing that that footage and identifying who came in and committed that crime? Who stole that catalytic converter from our students vehicle or smash the window.

180
00:24:22.910 --> 00:24:26.289
UCR: The importance of that is not only identifying who that is.

181
00:24:26.640 --> 00:24:31.859
UCR: But if we don't identify who that is. What we found generally is the same people.

182
00:24:31.950 --> 00:24:35.360
UCR: The same crews come back and continue

183
00:24:35.830 --> 00:24:39.219
UCR: to commit crimes here until we identify and stop them.

184
00:24:39.750 --> 00:24:42.929
UCR: Once we identify a stop them and arrest them.

185
00:24:43.510 --> 00:24:50.250
UCR: Then what we find is that they move on, because now they know that the the game is up. They know we know who they are.

186
00:24:50.330 --> 00:24:55.349
UCR: They're less likely to come back, or at least for a while. They'll be gone. That's been

187

00:24:55.530 --> 00:25:00.869
UCR: uh what we generally see. So on cameras, I do believe they're an
excellent tool,

188
00:25:01.130 --> 00:25:06.219
UCR: but not something that we we need. Cameras all over the campus.
Right? That's

189
00:25:06.690 --> 00:25:11.570
UCR: It's a balanced approach, very strategic in areas where which
support safety

190
00:25:11.660 --> 00:25:12.990
and enhance safety.

191
00:25:18.770 --> 00:25:30.499
UCR: Hi, there! Thank you for um presenting. And i'm so sorry I walked in
late. I'm a full time student. I work um, i'm also a student parent. So I
have a lot going on. Um

192
00:25:30.510 --> 00:25:45.569
UCR: I Right now I work for residential life. And um I've worked
throughout. Campus is um, whether it's like Cc. Or universities, and like
equity, diversity, inclusion, and um, those kinds of spaces. And one of
my

193
00:25:45.700 --> 00:25:58.479
UCR: real big interest right now is as a formally incarcerated student.
Um post vln movement. What do you envision on how to make students like
myself feel safe

194
00:25:58.490 --> 00:26:10.859
UCR: to feel secure, because I think often those words and those terms
get thrown around. But for someone like me, who does have a history? Um!
Other people look at me and immediately say,

195
00:26:11.150 --> 00:26:12.560
UCR: i'm not safe.

196
00:26:12.640 --> 00:26:20.560
UCR: We're ignoring all the facts that I work as an assistant resident
director, ignoring the fact that I contribute quite a bit

197
00:26:20.570 --> 00:26:50.199

UCR: to my community. But I do a lot of good work across campus right away. I'm. Going to be criminalized by my own peers, and unfortunately by Ucpd, which we all know we've seen in the news. This does happen quite often, for people from my community. And I mean there's an imagination that we don't even exist in these spaces. So I i'm just wondering how do you envision building those kinds of connections to make students like me feel comfortable and feel like I belong here, and I deserve space here.

198
00:26:51.040 --> 00:26:55.639
UCR: Yeah, thank you for that question. And and just. I know you know this, but you belong.

199
00:26:55.710 --> 00:27:15.649
UCR: You belong here. Um, and others that are our students that were previously incarcerated belong here, and it's important that some would have that stereotype where it would automatically, whether it's tattoos, what what it may be or may just know of your past would automatically judge you for that. That that's not right, including for our officers. That's not right.

200
00:27:15.800 --> 00:27:24.090
UCR: When I talk about holistic safety that includes previously incarcerated students. Whatever had happened in the past

201
00:27:24.140 --> 00:27:27.849
UCR: that has been resolved, adjudicated, done.

202
00:27:28.000 --> 00:27:31.469
UCR: If you're a student here, Holy Moly, you have I

203
00:27:31.670 --> 00:27:35.370
UCR: any of our students? Holy Moly? You have done a lot to get here,

204
00:27:35.640 --> 00:27:41.429
UCR: and you are moving forward, and you are moving. You are trying to make a life for yourself, your family?

205
00:27:41.560 --> 00:27:42.550
Um!

206
00:27:43.150 --> 00:27:48.060
UCR: That is what we should be here from a guardianship standpoint. In supporting

207

00:27:48.120 --> 00:27:53.549
UCR: personally what I what I would do is one. Continue with the guardianship approach.

208
00:27:53.760 --> 00:27:57.240
UCR: Two is just being open, and and

209
00:27:58.020 --> 00:28:00.039
UCR: being open to conversations,

210
00:28:00.200 --> 00:28:03.769
UCR: being open to hearing feedback and voice from others,

211
00:28:03.800 --> 00:28:09.199
UCR: and being open to meeting them there. I I know there's some that um

212
00:28:09.770 --> 00:28:11.959
UCR: may not feel comfortable with the police.

213
00:28:12.280 --> 00:28:16.889
UCR: I have no problem meeting with individuals or groups

214
00:28:17.720 --> 00:28:23.169
UCR: on their terms. Right? They want to meet for coffee. Let's meet for coffee. It doesn't have to be in the police department.

215
00:28:23.720 --> 00:28:31.849
UCR: I don't need to be in uniform to me. Let's start that relationship and build trust, and then it's my responsibility to maintain that trust.

216
00:28:33.390 --> 00:28:36.040
UCR: So I appreciate your question. And yeah, I

217
00:28:37.090 --> 00:28:48.440
UCR: I think our officers hearts are here as well, the majority. So our officers here, just to share Forty-four of them are graduates from here. Sixty percent have bachelors or masters degrees,

218
00:28:48.490 --> 00:28:58.219
UCR: so the majority of our officers have been through a life journey of higher education, and can can relate to some of the struggles

219

00:28:58.960 --> 00:29:01.089
UCR: that others, or at least empathize.

220
00:29:01.630 --> 00:29:10.339
UCR: So I. I just share that, and the other part i'll share is the officers here. Majority of them have been here for ten, fifteen plus years.

221
00:29:10.640 --> 00:29:15.340
UCR: They've chosen to be here, and they've stayed here because they care about this community.

222
00:29:15.620 --> 00:29:20.490
UCR: Um, and that's where it starts as far as we in internally within the department,

223
00:29:20.540 --> 00:29:25.879
UCR: because if you didn't have that heart and that care, then we couldn't be talking about guardian share.

224
00:29:26.920 --> 00:29:28.519
I appreciate your question.

225
00:29:32.380 --> 00:29:45.619
UCR: Hey, how's it going? Um, This one the director of underground scholars to work for formal incarcerated students here, and system impact the students on campus. Um. I have a question regarding restorative justice. Um, Just so we can kind of get some clarification.

226
00:29:45.720 --> 00:29:55.040
UCR: I I understand that we're doing restorative justice here, and we're trying to implement that. But are all students, including formally incarcerated students going to be able to participate in that program

227
00:29:55.180 --> 00:29:56.550
and go through it.

228
00:29:58.080 --> 00:30:08.630
UCR: Yeah, I I would share with you right now that initially as we started drafting. This the answer would have been when No, because we were. That was a blind spot for us, and we hadn't thought about it.

229
00:30:08.670 --> 00:30:13.820

UCR: And it was actually you that brought this to our attention and shared. That's not right.

230
00:30:13.910 --> 00:30:20.329
UCR: We have students here. They may have been previously incarcerated, but they haven't done anything here before,

231
00:30:20.430 --> 00:30:26.070
UCR: and they're on a right track, and you know we all may make mistakes, and if it's not violent, mistake

232
00:30:26.100 --> 00:30:40.539
UCR: right, it's not sexual, so that domestic violence, and not not related to violence. It's a low in fraction misleading or level offense that's identified for this program. Then why wouldn't everybody be eligible to at least the first with the first mistake to go into this program.

233
00:30:40.760 --> 00:31:00.100
UCR: So I appreciate you bringing that to our attention. And Ultimately this is Dr. Woods and Dr. Scholari, who are putting this program together, and I know that they heard your voice, and that they are adjusting that as well, and I I know that the even the district attorney and their office heard heard that, and those conversations are taking place.

234
00:31:04.830 --> 00:31:23.470
UCR: A question from the Webinar campus accreditation and is both is both about implementing best practice and policy. What do you see as the biggest challenges to this process at Ucr? And What role do you see yourself playing as chief to overcome this and support the Department's success?

235
00:31:25.140 --> 00:31:31.570
UCR: I appreciate that I am really excited about iically accreditation process, and it is

236
00:31:32.080 --> 00:31:40.769
UCR: uh, is a significant process. One one opportunity that we have is we have a couple of campuses that have gone through this accreditation process already.

237
00:31:40.840 --> 00:31:53.690
UCR: You see, Davis, Uc. San Francisco, are two examples that we can learn from, and learn from their challenges that they had to avoid some of those missteps. As far as Chief

238
00:31:54.990 --> 00:31:57.530
UCR: the I clear accreditation process

239
00:31:57.600 --> 00:32:06.199
UCR: one is leading by example, but two. Is it's going to take our entire department working together because these policies, protocols, procedures

240
00:32:06.390 --> 00:32:22.279
UCR: our part of the entire department from our dispatchers, from our police officers, our detectives from our student workers. It encompasses everybody within the department, and it's going to take everybody working together to meet these uh these go uh platinum standards.

241
00:32:22.390 --> 00:32:36.649
UCR: So I look forward to that I I think this is a department-wide effort, and I know that the officers are excited, for to show the community that they have an addition, while we're post certified right Now, having this additional

242
00:32:36.690 --> 00:32:38.230
UCR: platinum standard

243
00:32:38.250 --> 00:32:39.889
UCR: accreditation as well.

244
00:32:45.450 --> 00:33:13.519
UCR: Uh so you brought up opioid addiction, which I think is a really good point to address, because it is such a complex, multi-passed issue in this region, and probably on campus as well. I was wondering what you thought about um how you think the interplay between different tiers and campus uh safety and well-being will happen because there's a swift team. Caps uh and how would that go on? And how would that work out with the police. What are your thoughts on on this process when it comes to dealing with calls that have,

245
00:33:13.540 --> 00:33:18.210
UCR: you know, drug adverse reactions with illicit substances and what not.

246
00:33:20.530 --> 00:33:38.670
UCR: Now I appreciate that question. The so ultimately a tiered response is addressing the right professional for the right call for service, and many times uh on students that may have an either addiction, or maybe having a medical reaction to something that they tried.

247
00:33:38.680 --> 00:33:48.660
UCR: They may have quite frankly. Many of Our students may try something, thinking it's one thing, but it's laced with Fentanyl or something else that's much more dangerous, and they weren't trying to take that.

248
00:33:49.040 --> 00:33:51.830
UCR: But even if they were, it's a medical aid,

249
00:33:52.140 --> 00:33:53.390
UCR: it's not it.

250
00:33:53.470 --> 00:34:01.620
UCR: They need medical attention. They need support, and they need support from our campus partners. If it's an addiction for that addiction.

251
00:34:01.770 --> 00:34:11.339
UCR: That's not. They don't need us to arrest them for that aspect of it. Now, if you're i'll, i'll kind of draw a little bit of a line here if you're selling on campus

252
00:34:11.980 --> 00:34:19.660
UCR: that's harming our student staff and faculty. That's harm, particularly if you're selling to students. That's harming others. And I take that

253
00:34:20.800 --> 00:34:22.089
UCR: I have a really

254
00:34:22.300 --> 00:34:34.309
UCR: um strong emotional response to that for folks that are selling to others, because I actually held somebody who passed away in my arms because they took something, not realizing as something else, hallucinated and jumped,

255
00:34:34.480 --> 00:34:36.049
UCR: thinking that they could fly.

256
00:34:37.639 --> 00:34:39.730
UCR: They were sold something by another student

257
00:34:39.800 --> 00:34:40.990

UCR: that was just

258
00:34:41.030 --> 00:34:42.199
UCR: making money.

259
00:34:42.739 --> 00:34:48.219
UCR: That's wrong, so that that's kind of where, from a personal standpoint that's kind of draw the line.

260
00:34:48.540 --> 00:34:50.320
Those that need help

261
00:34:50.730 --> 00:34:56.470
UCR: should receive that help. So from our tiered response. This is one reason why we have the Highlander Emt

262
00:34:56.699 --> 00:35:07.019
UCR: group with us is their expertise to help went to respond to those kind of calls. Our officers are all trained, and Carrie aeds

263
00:35:07.210 --> 00:35:12.420
UCR: full first aid bags as well, and we have direct communication with fire medics.

264
00:35:12.510 --> 00:35:15.339
UCR: Um that are coming in as well. So it's.

265
00:35:15.690 --> 00:35:22.219
UCR: Ultimately it's tying, dealing with the medical aid and then tying the student back in to wrap around services

266
00:35:22.260 --> 00:35:27.609
UCR: so they can get those services that and help that they need, whether it's caps, whether it's our student Health Center or

267
00:35:27.670 --> 00:35:31.869
UCR: and and and helping them get back on track to success.

268
00:35:36.760 --> 00:35:40.050
UCR: All right. I have a question that was submitted during registration.

269
00:35:41.100 --> 00:35:48.290

UCR: How do you envision Ucrpd's partnership with the surrounding municipal agencies as well as the broader community.

270
00:35:49.820 --> 00:36:03.669
UCR: I appreciate that question, and this is a I know It's a complex question for some that may not want us to have a relationship with our our surrounding agencies and municipal partners. Let me share this. We have had an extremely

271
00:36:05.660 --> 00:36:09.969
UCR: beneficial relationship with our with our regional partners

272
00:36:10.040 --> 00:36:11.780
UCR: city of Riverside,

273
00:36:11.910 --> 00:36:14.220
UCR: Chp. And others

274
00:36:14.310 --> 00:36:29.929
UCR: who are available, and would respond here if we had. Unfortunately and I hope this never happens here. If we had an active shooter situation. Here we are going to get response from all of those agencies because of those partnerships that we continue to to maintain and develop.

275
00:36:31.060 --> 00:36:36.929
UCR: So from that aspect extremely important to maintain those relationships, Fire department

276
00:36:37.300 --> 00:36:46.099
UCR: medics, ambulance, all critically important social services in the city and in the county extremely important.

277
00:36:46.510 --> 00:36:50.859
UCR: Eighty percent of our context right now, when it relates to mental health,

278
00:36:51.100 --> 00:36:57.520
UCR: eighty percent of our police contacts are with people that are not affiliated with with Ucr at all.

279
00:36:58.200 --> 00:36:59.560
UCR: They may be here

280
00:37:00.030 --> 00:37:02.749
UCR: needing help, or they may be here stealing

281
00:37:03.180 --> 00:37:05.009
UCR: or creating a disturbance.

282
00:37:05.210 --> 00:37:22.850
UCR: If we don't have those contacts with good contact with our county
agencies, so we can help get them tied into those social services, so
that we don't see that the repeat of people just coming back and causing
more and more disturbances for our students, staff and faculty here or
stealing then That's that's a problem.

283
00:37:23.250 --> 00:37:29.629
UCR: Um. Now, unfortunately, we need more services within our city and
county quite frankly, those folks, but

284
00:37:29.660 --> 00:37:31.379
UCR: that that's another issue.

285
00:37:32.160 --> 00:37:37.050
UCR: So I think the it's really important to maintain those
relationships. At the same time,

286
00:37:37.230 --> 00:37:40.639
UCR: one of the reasons why you have a campus police department here,

287
00:37:40.980 --> 00:37:50.520
UCR: and your campus police officers know this community and no campus
know the values share. The values are aligned with those values

288
00:37:51.230 --> 00:37:52.080
right

289
00:37:52.100 --> 00:37:55.560
UCR: for our student-centric success for our students, our faculty.

290
00:37:55.780 --> 00:38:00.100
UCR: The reason why we have them here, is so they can respond to these
emergencies

291
00:38:00.430 --> 00:38:05.180

UCR: promptly and immediately, and help prevent crime and address crime

292
00:38:05.400 --> 00:38:06.839
UCR: as it's occurring

293
00:38:07.090 --> 00:38:10.359
UCR: rather than relying on outside agencies to come in.

294
00:38:11.030 --> 00:38:18.840
UCR: Um. For mutual aids. We have a very close mutual aid, a partnership and agreement between all ten chiefs

295
00:38:18.970 --> 00:38:33.400
UCR: at all. Ten you see campuses, so it's a pre-planned event we're utilizing Uc resources. You see, officers that know our communities rather than bringing in mutual aid from from other outside agencies.

296
00:38:33.420 --> 00:38:38.140
UCR: So these are the kind of things that you find that balance. That, I think, is really important

297
00:38:41.460 --> 00:38:43.240
UCR: question from the Webinar.

298
00:38:43.540 --> 00:38:54.430
UCR: How would you go about gaining trust from the community? Specifically African, American, Latino, native American, and other traditionally marginalized communities.

299
00:38:56.420 --> 00:38:59.070
UCR: Thank you. I'll. I'll answer this, and

300
00:38:59.310 --> 00:39:01.660
UCR: uh two ways versus personally,

301
00:39:02.380 --> 00:39:12.060
UCR: first of all, as being genuine, being my authentic self, whether you see me today in a suit, whether you see me in a uniform, whether you see me at the store in Jeans and a t-shirt.

302
00:39:12.470 --> 00:39:13.830
UCR: I'm the same person.

303
00:39:14.250 --> 00:39:20.829
UCR: I I have the same values on the same person. It's earning that trust with all of our communities,

304
00:39:20.860 --> 00:39:23.690
UCR: and that trust by being genuine,

305
00:39:23.710 --> 00:39:25.859
UCR: that that's number one. What

306
00:39:25.920 --> 00:39:27.450
UCR: through my words,

307
00:39:27.700 --> 00:39:29.029
UCR: which are important,

308
00:39:29.050 --> 00:39:31.549
UCR: but even more important, through my actions,

309
00:39:31.720 --> 00:39:38.390
UCR: my actions as chief, my actions as a leader in the department. My actors as a community member here with all of you.

310
00:39:39.530 --> 00:39:41.749
UCR: And then second department-wide

311
00:39:41.960 --> 00:39:45.380
UCR: is building Trust through transparency, accountability,

312
00:39:45.400 --> 00:39:50.150
UCR: guardianship, all of the things that we've many of the things that we talked about today,

313
00:39:52.620 --> 00:39:55.270
UCR: and then finally is being open.

314
00:39:55.840 --> 00:40:01.119
UCR: I know there's some on our campus that that aren't ready to meet or aren't ready to have dialogue.

315
00:40:01.260 --> 00:40:09.510

UCR: I'm gonna continue to keep my arms open to my and and invite the opportunity for those dialogue. Even with folks that may not

316
00:40:09.680 --> 00:40:13.359
UCR: um want to meet at this time, and for those that do

317
00:40:13.460 --> 00:40:33.450
UCR: we're available, and it's not just me as chief of police. It's our officers, our officers want to meet, have conversations, have dialogue, find the best solutions for safety for our whole community. It goes back to the the culture and guardianship with partnering with the community to build a safe, inclusive, and welcoming environment, right and empowered community

318
00:40:33.670 --> 00:40:36.530
UCR: empowered, meeting, hearing, hearing voice,

319
00:40:36.680 --> 00:40:41.279
UCR: particularly voices that have been either silenced or not listened to.

320
00:40:42.080 --> 00:40:46.569
UCR: So I think it's really really important, and I appreciate that question.

321
00:40:50.810 --> 00:40:54.530
UCR: I another question as usual. Um,

322
00:40:54.560 --> 00:41:08.679
UCR: uh, just. I recall seeing an article this summer through the Highlander about what they coined like polo police, and I have a lot of student concerns about like these polo police that we're responding to, calls um.

323
00:41:08.790 --> 00:41:25.080
UCR: Can you kind of elaborate? Because i'm still kind of confused myself, and like who, what department they're under what their what the responsibility is, because I hear this term, because i'm not familiar with these terms like like non sworn officers, and then sworn officers. And

324
00:41:25.820 --> 00:41:28.890
UCR: are they these individuals? Will they be under

325

00:41:29.060 --> 00:41:38.079
UCR: health and wellness, or they under Ucrpd. Um. If you can kind of elaborate that because I have a lot of concerns being raised my way from students.

326
00:41:39.670 --> 00:41:41.250
UCR: So right now,

327
00:41:41.270 --> 00:41:44.640
UCR: now, all the calls for service that we respond to.

328
00:41:45.100 --> 00:41:46.319
UCR: For the most part

329
00:41:46.340 --> 00:41:49.930
UCR: our police that respond to those calls right in uniform.

330
00:41:50.160 --> 00:42:02.390
UCR: The idea behind the tiered response is adding tears to where, if we don't need an armed police officer that we now have an unarmed safety. Professional full time works for the police department

331
00:42:03.130 --> 00:42:18.009
UCR: is dispatched out by the police or doesn't. Carry any any weapons, any any firearms, and is handling those calls that police officers right now are handling that doesn't that doesn't require it, and some of those examples that I shared unlocking doors after hours

332
00:42:18.330 --> 00:42:29.730
UCR: that could be assisting Emts uh our Highlander Ems group on medical Aids. That doesn't require a code, you know a license Sirens response. Right?

333
00:42:31.180 --> 00:42:43.399
UCR: It could be. Uh, we get a lot of calls for skateboarding disturbances and electric scooter devices. Do we need armed officers to go out and handle those type of calls. No.

334
00:42:43.680 --> 00:42:47.919
UCR: But that campus safety responder unarmed. Yeah, that's perfect.

335
00:42:48.640 --> 00:42:58.810
UCR: Um, cause it. And then that's time holding accountability. And again, that's directing Students say we get the same person. That's um.

336
00:42:59.100 --> 00:43:17.050
UCR: I'll just use that. I don't want to pick on skateboarders, because I
like skateboarders. Let's just use skateboarding for this example, that
after three times of being contacted and are still coming, They're
They're causing danger for the other pedestrians in the area, because the
way that they're going about going through the core of our campus right
by the bell tower.

337
00:43:17.610 --> 00:43:21.800
UCR: Well, at that point that campus safety, responder, unarmed,

338
00:43:22.340 --> 00:43:27.650
UCR: can share that information with student conduct, and let student
conduct handle it administratively.

339
00:43:27.730 --> 00:43:31.520
UCR: Not through the police department utilizing our campus partners.

340
00:43:31.740 --> 00:43:32.790
UCR: Um

341
00:43:32.870 --> 00:43:36.459
UCR: polo police. I haven't heard that phrase before

342
00:43:36.680 --> 00:43:39.000
UCR: the uh, i'll share with you that I

343
00:43:39.080 --> 00:43:45.519
UCR: kind of my my vision that I have if I was selected and and would be
honored to be here and continue to be here.

344
00:43:45.750 --> 00:43:47.559
UCR: One one vision is

345
00:43:47.590 --> 00:43:54.209
UCR: the uniformed officers that you have are uniform to respond to the
type of calls of violence and crime that they're addressing.

346
00:43:54.460 --> 00:44:00.490
UCR: But is there a time where a softer polo uniform police officer in a
polo

347
00:44:00.940 --> 00:44:02.479
UCR: would be appropriate,

348
00:44:02.570 --> 00:44:09.419
UCR: and my view is, Yes, what if we have? I'll give you just a couple of
examples. What if we have a domestic violence call,

349
00:44:10.300 --> 00:44:14.940
UCR: and we respond out there, and this can be a violent domestic
violence. Call

350
00:44:16.270 --> 00:44:21.279
UCR: your patrol officers in full uniform are addressing the subject of
concern. The suspect

351
00:44:21.690 --> 00:44:23.459
UCR: that soft your uniform

352
00:44:23.620 --> 00:44:25.620
UCR: can work with our survivor

353
00:44:25.910 --> 00:44:28.599
UCR: and conduct. The interview with the survivor.

354
00:44:28.780 --> 00:44:42.010
UCR: Right? So it's. It's a varying approach. But the unarmed uh campus
safety professionals those while they're part of the police department.
They're responding and they're really handling more um administrative
level

355
00:44:42.030 --> 00:44:43.369
type of issues.

356
00:44:47.720 --> 00:45:00.779
UCR: Another Webinar question given research showing that cops in schools
don't mitigate violence, and you see our police shot and killed one
Garcia a few years ago. Why should there be armed cops on campus?

357
00:45:00.830 --> 00:45:03.389
UCR: What peer-reviewed studies? Would you cite?

358
00:45:05.710 --> 00:45:18.649

UCR: I appreciate that i'm not. I'd be happy to go back and find some peer review studies today. I'll. I'll focus on this, and i'm going to focus on some of the data just from this year since I've been here in the last nine months.

359
00:45:18.810 --> 00:45:25.390
UCR: One of the reasons for having your campus police, the Arms campus police officers here is for immediate response to violence.

360
00:45:26.000 --> 00:45:32.219
UCR: We have a very safe campus here, and we're very fortunate of that. But there is still violence. There's violence here

361
00:45:32.290 --> 00:45:35.599
UCR: directly around us that their officers respond to.

362
00:45:35.780 --> 00:45:40.739
UCR: We've collected five firearms just this year on serious calls for service.

363
00:45:41.060 --> 00:45:42.379
UCR: One call

364
00:45:42.510 --> 00:45:46.719
UCR: give you an example. Was somebody driving through a parking lot. In the middle of the night

365
00:45:47.320 --> 00:45:53.930
UCR: we were notified of the of the the vehicle turned out that for passengers in the car,

366
00:45:54.070 --> 00:46:00.889
UCR: the front in the front passenger seat had an ar style looking rifle in between their legs.

367
00:46:01.420 --> 00:46:13.679
UCR: The officers address that situation and it, and found that the ar rifle was actually some munitions. However, they had a loaded ghost gun, basically a gun without a serial number

368
00:46:13.730 --> 00:46:16.199
UCR: loaded with, and it

369

00:46:16.360 --> 00:46:21.759
UCR: they were. They just come from Los Angeles, and they're actually out
of Texas.

370
00:46:22.890 --> 00:46:27.180
UCR: No reason to be here, no affiliation not coming here to see anybody

371
00:46:27.660 --> 00:46:36.600
UCR: that kind of, and based on the history that their their history
probably here to commit robberies, robbery, and our students and local
communities.

372
00:46:37.370 --> 00:46:39.189
UCR: Your officers stopped that

373
00:46:39.840 --> 00:46:47.600
UCR: if we had, and again, hopefully. We never do. But if we do have an
active shooter here, your officers are going to be there immediately,

374
00:46:47.880 --> 00:46:53.239
UCR: because they're here. We're not waiting for riverside. We're not
waiting for others. They're here to respond.

375
00:46:53.370 --> 00:46:54.859
UCR: And, more importantly,

376
00:46:54.920 --> 00:47:00.030
UCR: the community and those around that may want to do us harm. Know
that you have officers here.

377
00:47:03.240 --> 00:47:07.469
UCR: So to the just kind of finish with this question,

378
00:47:07.640 --> 00:47:10.459
UCR: this is the aspect of it. I think it's

379
00:47:10.800 --> 00:47:12.829
UCR: important to find that balance.

380
00:47:12.880 --> 00:47:15.769
UCR: The the balance has not existed before,

381

00:47:15.880 --> 00:47:28.359
UCR: and I would agree that we don't need just police campus police officers here that's where the tiered response model comes in. We don't need just the police department handling safety. That's where the mental health response team comes in.

382
00:47:28.370 --> 00:47:36.910
UCR: That's where restorative justice comes in. That's where student conduct comes in. That's where all of these things even preventative care. With our counseling center.

383
00:47:38.180 --> 00:47:40.080
UCR: Those are the layers of safety.

384
00:47:45.540 --> 00:47:48.079
UCR: Another Webinar question.

385
00:47:48.240 --> 00:48:04.519
UCR: Some have raised the issue of Riverside County share of Chad piano with previous candidates. You, Cpd. May have to usually cooperate with the counted sheriff. Some may describe as extremists, and doesn't necessarily share the values and practices you embrace and advocate.

386
00:48:04.730 --> 00:48:14.270
UCR: How would you prevent a possible clash of departmental cultures which may result in conflict in confusion during a joint operation.

387
00:48:16.230 --> 00:48:25.830
UCR: I appreciate that question, and quite frankly, this one is: Our officers will always maintain their professionalism based on their policies, training, and protocols.

388
00:48:25.930 --> 00:48:34.060
UCR: That doesn't that doesn't change if we're helping during an emergency situation with the City of Riverside, or an emergency situation with the

389
00:48:34.110 --> 00:48:39.629
UCR: the sheriff's department, or even Chp: if it's on our freeways right here, and we're asked for help.

390
00:48:39.830 --> 00:48:46.049
UCR: Our officers are going to maintain their guardianship, approach and use all of their training and their

391
00:48:46.200 --> 00:48:50.640
UCR: policies in place. That doesn't change when we we go to help somebody

392
00:48:52.640 --> 00:48:56.699
UCR: and and i'll i'll end with This is, uh

393
00:48:57.120 --> 00:49:01.650
UCR: I have those any cultural or are valued.

394
00:49:02.450 --> 00:49:04.930
UCR: There are variances or differences.

395
00:49:04.970 --> 00:49:05.850
Um,

396
00:49:06.640 --> 00:49:11.810
UCR: we've had conversations, and our mutually partners understand

397
00:49:12.190 --> 00:49:13.509
our values here.

398
00:49:19.990 --> 00:49:29.150
UCR: I I wanna appreciate you for the way that you're handling all these questions, because I know they're very sensitive topics that Um, uh, especially like

399
00:49:29.260 --> 00:49:31.930
UCR: police departments. Don't always enjoy answering

400
00:49:31.970 --> 00:49:50.930
UCR: so. Um, there's something in particular that um I've noticed in my time at Ecr. And that has been raised to my attention from my peers. Um particularly relating like police brutality as um some other people I've mentioned in the Webinar. Um. I've seen videos of like

401
00:49:51.160 --> 00:50:02.420
UCR: ramming into people with their vehicles. Um, and I've also in person witnessed um someone on Ucbd during trainings um

402
00:50:02.780 --> 00:50:19.699

UCR: normalized violence with a certain terms such as like um phrases that i'm sorry this is triggering to some people. But um! If she were screaming in a an active shooter situation, I give you full permission to beat her down

403
00:50:20.640 --> 00:50:24.740
UCR: during a training where I have very impressionable young youth.

404
00:50:24.950 --> 00:50:42.849
UCR: Um, young men who envisioned themselves one day entering the Ucpd. Or beyond and um who now? I'm trying to work with to help them understand that that is not okay. That is not appropriate. Um, You are causing harm and not

405
00:50:43.350 --> 00:50:48.330
UCR: instituting safety and security for the community that you claim you're taking care of.

406
00:50:48.620 --> 00:50:51.590
UCR: What do you envision to hold

407
00:50:52.320 --> 00:50:57.990
UCR: your staff accountable, and yourself Because we are not like

408
00:50:58.240 --> 00:51:00.020
UCR: free of

409
00:51:00.090 --> 00:51:16.969
UCR: living in a society that is heavily embedded in racism and anti justice and all those things. So I I just want to hear, like, what's your opinion from moving beyond that to help You see our students who tend to be from those marginalized communities who are heavily criminalized

410
00:51:16.980 --> 00:51:23.810
UCR: to feel like they can trust when we have people on staff who are saying this during our trainings.

411
00:51:25.750 --> 00:51:29.459
UCR: I appreciate that there is a lot there to unpack.

412
00:51:29.670 --> 00:51:37.700
UCR: Uh, let me start off by first saying that no one in our department, starting with me first of all, will accept racism.

413
00:51:37.980 --> 00:51:46.320
UCR: That that's the first comment and the first statement. It just doesn't go any further than that, and if that if there was ever anybody that that came out

414
00:51:46.360 --> 00:51:49.620
UCR: that this cannot be accepted within the department,

415
00:51:50.040 --> 00:51:54.390
UCR: to to a couple of your point, to accountability. I think accountability is important,

416
00:51:54.720 --> 00:52:09.130
UCR: and key. Part of that is the P that is being created, so that we have complaints that come in that they're investigated outside the department, and then we will hold That will help hold us accountable. But we're also going to hold ourselves accountable to that,

417
00:52:10.000 --> 00:52:12.380
UCR: to the point where it's unfortunate

418
00:52:12.590 --> 00:52:27.029
UCR: that. Uh, if one of some fortunate that somebody in training would say you permission to be some made down, I automatically. I actually I believe I know. What they were intending to say is that during an active shooter

419
00:52:27.040 --> 00:52:33.660
UCR: you have, You have permission? You're empowered not to help others, but to get out if that's your choice.

420
00:52:34.750 --> 00:52:45.349
UCR: Those words the way it was phrase completely unacceptable. And and there's some retraining that needs to happen there right because there's There's a blind spot that somebody's not an understand by saying that

421
00:52:46.320 --> 00:52:57.340
UCR: exactly um. And there's a better way to to express for an active future training, empowering people to either save themselves save others, if possible.

422
00:52:59.090 --> 00:53:00.799
UCR: So that's unfortunate.

423
00:53:01.860 --> 00:53:08.350
UCR: The end of the day, and and I can't speak to the instance that have happened prior to me, being here in the last nine months,

424
00:53:08.730 --> 00:53:10.379
UCR: not aware of

425
00:53:10.830 --> 00:53:17.970
UCR: Ucpd cars reming people in quite frankly if it unless it's a life and death situation that that shouldn't occur.

426
00:53:18.580 --> 00:53:22.280
UCR: Um! So I just in with racism.

427
00:53:22.580 --> 00:53:23.809
That is,

428
00:53:23.920 --> 00:53:26.670
stop nothing doesn't not acceptable.

429
00:53:26.770 --> 00:53:33.420
UCR: Accountability is important, and I would I support accountability for myself as well as the entire department.

430
00:53:37.880 --> 00:53:41.239
UCR: Okay, this one's a little lengthy. I'll try to read slow.

431
00:53:42.160 --> 00:53:56.360
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,

432
00:53:56.930 --> 00:54:10.380
UCR: although 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.

433
00:54:10.700 --> 00:54:18.330
UCR: What are some suggestions to improve communication and collaboration while avoiding high cost implementations?

434
00:54:20.200 --> 00:54:26.929
UCR: I appreciate that what one aspect of communications you may have
seen over the last nine months. We've had an increase in

435
00:54:26.960 --> 00:54:32.940
UCR: um in Clary communications, timely warnings, crime alerts that go
out.

436
00:54:33.440 --> 00:54:45.120
UCR: I find those are extremely important. I know some. Some may just
delete that, and i'll look at it, but those that's one way of the
department communicating with our entire community about incidents that
are occurring,

437
00:54:45.270 --> 00:54:46.339
UCR: and

438
00:54:46.630 --> 00:54:51.669
UCR: we have ensured that we're we're meeting that and and sharing that
information

439
00:54:51.700 --> 00:54:53.180
UCR: as far as

440
00:54:53.640 --> 00:54:59.339
UCR: as far as crime prevention, those Crime Prevention measures. I

441
00:54:59.980 --> 00:55:02.279
UCR: look look to um.

442
00:55:03.180 --> 00:55:07.579
UCR: I appreciate the students sharing different ways for us to
communicate.

443
00:55:07.980 --> 00:55:16.859
UCR: Maybe the email that we sent with timely warnings isn't getting to
everybody. And maybe there's another aspect where students are using that
we can also include in our communications so that they're getting

444
00:55:17.730 --> 00:55:18.669
um.

445

00:55:19.260 --> 00:55:21.540
UCR: Prevention is extremely important.

446
00:55:22.230 --> 00:55:23.379
UCR: So with

447
00:55:23.650 --> 00:55:26.939
UCR: locking doors, locking windows, things like that,

448
00:55:27.150 --> 00:55:41.039
UCR: particularly if you're on the First Level floors, and we'll continue
to communicate that on our website on the front page. There's also a
timely warning. You can look at all the past timely warnings. You can
look at community safety information and alerts.

449
00:55:41.050 --> 00:55:57.719
UCR: And there's also information on the crimes that are occurring on the
on the dashboard. There's information available for all of that, and then
on our um. We have a daily crime log, which can also be accessed off the
first page just for prevention um awareness, and to help with prevention.

450
00:55:58.980 --> 00:56:00.320
UCR: Hope that answered that

451
00:56:04.130 --> 00:56:06.309
UCR: No, I i'm a shooting you.

452
00:56:06.330 --> 00:56:09.829
UCR: My question is like the opposite of that. So

453
00:56:10.040 --> 00:56:12.259
UCR: well, I got an email the other day. Um,

454
00:56:12.300 --> 00:56:15.760
UCR: saying that there was a rape on campus,

455
00:56:15.810 --> 00:56:18.480
UCR: and I feel like that kind of like hyper

456
00:56:18.660 --> 00:56:31.360
UCR: uh like like sensationalized that, because, like, if you kept
reading it, said that they were friends or they knew each other so
obviously the police knew

457
00:56:31.380 --> 00:56:32.990
UCR: the people involved

458
00:56:41.280 --> 00:56:47.870
UCR: with a big, with a bold banner that says rape on campus, and then everybody's like a hypervigilant,

459
00:56:47.920 --> 00:56:50.100
UCR: and and maybe um

460
00:56:51.630 --> 00:56:53.369
UCR: yeah, I traumatized. There you go.

461
00:56:53.810 --> 00:56:54.720
UCR: Thank you.

462
00:56:55.020 --> 00:57:05.999
UCR: I appreciate that question, and then tends not to hyper sensationalize the event, but rather one is clarity in Federal law requires us to put this information out

463
00:57:06.370 --> 00:57:16.420
UCR: mit ctl. And one thing that we have tried to do because we do understand that it can be triggering for some. Is that that's why we say the warning on the top that this could be triggering before you get to the actual summary two

464
00:57:16.890 --> 00:57:17.850
um.

465
00:57:18.530 --> 00:57:26.409
UCR: The second is, if there's a continuing potential of a continuing danger to our community, that's what clarity requires us to put out

466
00:57:26.490 --> 00:57:27.600
and

467
00:57:27.690 --> 00:57:47.670
UCR: mit ctl, and while it wasn't this instant you're speaking to may not have been a a complete stranger. Sexual assault it was it wasn't somebody that we had contact with it once somebody that there was there a potential that this person could go and do this to somebody else based

utilizing the same social media context and other things. Yes, one
hundred and fifty.

468
00:57:47.680 --> 00:58:02.980
UCR: Does that create a potential harm continuing harm or danger for our
community? Yes, that's that's where it falls into clarity, and requires
that we share that that information. So I apologize if it it seems as a
central or hyper centralized that.

469
00:58:03.320 --> 00:58:08.239
UCR: But it's really meant for awareness, safety, awareness for the
community

470
00:58:08.480 --> 00:58:11.409
and for that's where the preventative tips coming.

471
00:58:14.440 --> 00:58:17.669
Just a couple of minutes left. So maybe time for one question

472
00:58:19.340 --> 00:58:21.760
UCR: we have another question from the Webinar:

473
00:58:21.780 --> 00:58:32.190
UCR: What would you say has been the toughest challenge for us, chief,
over the last nine months. What are some lessons learned that you would
take into this new directorship role?

474
00:58:35.060 --> 00:58:37.120
I really appreciate that question.

475
00:58:37.950 --> 00:58:42.360
UCR: You know the the toughest challenges that I've found in the last
nine months,

476
00:58:42.640 --> 00:58:46.200
UCR: as as as

477
00:58:46.520 --> 00:58:48.140
UCR: eager as I am

478
00:58:48.690 --> 00:58:57.130
UCR: to meet with folks, and to have dialogue and conversations,
particularly with with individuals or groups that may not be,

479
00:58:58.540 --> 00:59:01.890
agree or be supportive of the Police Campus Police Department.

480
00:59:03.170 --> 00:59:04.870
UCR: I feel it's extremely important

481
00:59:04.910 --> 00:59:06.240
to have that dialogue,

482
00:59:06.340 --> 00:59:07.999
and i'll give you an example,

483
00:59:08.480 --> 00:59:10.959
UCR: and this has been the hardest challenge, is is

484
00:59:11.090 --> 00:59:15.439
UCR: finding opportunities to have the dialogue with some some people
here on campus

485
00:59:16.210 --> 00:59:18.529
UCR: who would rather just avoid,

486
00:59:20.850 --> 00:59:23.419
UCR: and the examples. This. So you

487
00:59:23.760 --> 00:59:27.510
UCR: we I have two groups, really, of folks that come to me

488
00:59:27.860 --> 00:59:34.539
UCR: it in all in between. But one is, we need more police here on
campus. We need more police officers.

489
00:59:34.920 --> 00:59:38.090
Okay, maybe. But let's let's look at that more.

490
00:59:38.420 --> 00:59:46.489
UCR: Right. Let's look at the tier. Let's look at the officers we have,
unless let's assess that. And one day we may, as our campus continues to
grow

491

00:59:46.610 --> 00:59:53.099
in size in the number of students in the number of incidents that we
have. That's something to continue to look at.

492
00:59:53.700 --> 00:59:55.470
UCR: Then I have on the other side,

493
00:59:55.780 --> 00:59:57.250
UCR: abolish the police.

494
00:59:57.830 --> 01:00:00.420
UCR: Let's not have any campus places you heard from one,

495
01:00:01.740 --> 01:00:06.450
UCR: and what I would share is even the Abolitionists view that viewpoint

496
01:00:07.130 --> 01:00:13.050
UCR: important to listen to and have voice. The abolitionist viewpoint
has helped move the dial

497
01:00:13.180 --> 01:00:15.610
UCR: to reimagine policing.

498
01:00:15.890 --> 01:00:16.979
Making

499
01:00:17.170 --> 01:00:18.920
campus is more safe.

500
01:00:19.110 --> 01:00:26.679
UCR: This is where the tiered response. This is where a lot of this
movement is coming from because of all the voices

501
01:00:26.780 --> 01:00:34.039
that the community has, and then looking for the best approach to make
the campus the most safe that we can today,

502
01:00:34.350 --> 01:00:47.459
UCR: I hope one day that Abolitionist views that our society comes to a
point one day to where we evolved to where we don't have violence. We
don't have guns. We don't have violent crime. We don't need the level of
police that we do,

503
01:00:47.570 --> 01:00:50.789
or any police. For that matter. We're not there today.

504
01:00:51.040 --> 01:00:54.810
UCR: Let's have conversations that doesn't mean we don't need to make changes today

505
01:00:55.780 --> 01:01:08.739
UCR: mit ctl and all right. That's where the tiered response comes in. That's where the campus uh Uco's Community safety plan comes in. That's where Ucr's own task. Force and recommendations comes in is looking for that reimagine one hundred and fifty.

506
01:01:09.670 --> 01:01:12.770
I appreciate the question, and you

507
01:01:13.160 --> 01:01:15.059
UCR: and that I'm getting the flag down.

508
01:01:16.700 --> 01:01:33.049
UCR: Thank you so much for that in your time, Anthony, and for everyone who attended in person, and virtually we appreciate your attendance as a reminder. You can provide your feedback. You have a candidate feedback survey. You can find that on the executive searches website. Thank you again, Anthony, and thank you. Everyone.