

## Valuing Black Lives: Anti-Black Violence/Policing Subcommittee

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# Challenges to address

## Fundamental reflection on the meaning of having police on our campus:

Clarify as a campus what it means to have a Police Department, given our campus' mission and the students and communities we intend to serve, together with the history of policing in this country; and

Develop, as a community, an answer to that question as part of helping to position the police on our campus (and within the UC system) and to guide the choices made regarding policing policy.



# Challenges to Address

## Transparency and accountability:

How to guarantee transparency and accountability in policing and campus safety.

## Supplementary service providers:

How to delegate some of the responsibilities that the UCMPD currently shoulders to other service providers (such as mental health workers and locksmiths) and to ensure that those providers can operate successfully in the community, even off campus.



# Challenges to Address

## Suggestions based on knowledge of local context:

How to ensure that recommendations concerning policing and campus safety are adequately informed by faculty-, staff-, and student-engagement with UCMPD and based on knowledge of UCMPD's unique staff, training, and approach to policing and service.



# Recommendations: Short Term

**Forum series:** Create a forum series hosted by police and chancellor designee aimed at increasing communication between the community and the PD.

**Complaints:** Shift complaint-investigation out of the PD to the appropriate office, where any community member would feel safe to raise concerns and confident that those concerns will be heard.

**Orientation:** Add to orientations for new community members presentations that clarify expectations for community-police interactions and for how to address breaches of those expectations.



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# Recommendations: Intermediate Term

**Regular reminders:** Each term send out a video and information sheet that clarifies the expectations for community-police interactions and for how to address breaches of those expectations.

**Training:** Create a training module for faculty and staff reinforcing these communications. Build on existing anti-bias, anti-racist, and context-sensitivity training that PD staff undergo.

**Engagement:** Create opportunities for UCMPD to engage with students, offer resources, and work with campus partners on student success.



# Recommendations: Long Term

**Communication:** Continue to open and strengthen channels of communication between community and police department.

**Planning:** Use that increased communication to develop strategic plans for community-building.

**Distribute responsibility:** Hire staff to perform duties that make the community feel safer, including mental health professionals and others who can respond to issues that do not require police expertise.



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# Considerations moving forward

**Due deliberation:** Any recommendation for substantial change in policing responsibilities should be informed by careful deliberation of the short- and long-term consequences for the community.

**Genuine dialog:** The above deliberation should take place between representatives of all stakeholders in a venue that ensures open, transparent, informed, and safe discussion.

