Campus Safety Plan and CAB Recommendation Updates
UC Community Safety Plan

We’ve made considerable progress on the items included in the UC Community Safety Plan.

There is significant overlap between CAB recommendations and the UC Community Safety Plan.

You can see our most recent progress update to OP in written form on the UCOP website along with the responses from other UCs.

This is a high-level overview, but we’re happy to have follow-up conversations and invite further engagement.
## 2020-21 CAB Recommendations (1 of 3)

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Response</th>
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| Parking Enforcement should be moved out of UCSC PD to a non-police unit.         | - **Announced to campus** September 2021  
- Transition will take effect July 1, 2022  
- Currently developing new uniforms and exploring smaller, electric vehicles |
| UCSC Leadership should issue an Apology                                       | - **Announced to campus** October 2021 |
| Experience with Policing Digital Art Project                                  | - Chancellor Larive charged the Arts Division in Fall 2021 to submit a proposal addressing this recommendation  
- The Arts Council on Equity and Inclusion submitted a proposal to support this work which has just been funded for three years |
| CAB Review of the Annual Survey on Experiences with Policing and Campus Safety | - IRAPS has reviewed the results of the survey and will come discuss them with the CAB and share with campus by June 2022  
- With CAB input, hope to launch next survey in Fall 2022* |
| Hear and Engage with Student Organizers                                       | - **Announced to campus** October 2021 as First Amendment Support Team (FAST)  
- Collected feedback on plan through December 10, 2021  
- Implementation is paused in anticipation of VC DEI and VC SAS |
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<tr>
<td>Recommendation on Crisis Response Team Proposal</td>
<td>-Grant funds, funding reallocated from Campus PD, and newly committed central funding are currently being used to support the hire of the first Clinical Director and van purchase for CRT*</td>
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<tr>
<td>Prioritize Prevention Over Policing</td>
<td>-This philosophy is guiding development of many plans including CRT, CSO, and other non-police safety personnel supporting campus</td>
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| Employ Trauma-Informed Training and Practices Across Campus | -Trauma-Informed practices are currently the norm in a number of offices on campus including CARE and EEP  
-Currently developing a training plan for Campus PD that can be expanded*                                                                 |
| Institute an External Complaint Mechanism                | -Currently developing a campus accountability board similar to UC Davis’ PAB to provide external oversight for complaints*  |
| Establish a Low-Level Crime Self-Report Portal           | -Implementing Spidr Tech, a customer service tool that works with PD technology to allow text and email communication with community members  
-Provides immediate text follow-up with officer information for any police interaction and ability for community members to provide feedback on the interaction* |
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<td>Establish an Ambulance Fund for Medical Transport Rather Than Relying on PD Transport (reflected in CRT response)</td>
<td>Currently being developed as part of CRT proposal</td>
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<td>Develop Community Safety Strategies and Agreements Toolkit</td>
<td>This recommendation is accepted, but we have not yet made progress on it and would welcome support from the CAB</td>
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<tr>
<td>Safety Escort Service</td>
<td>A more expansive Community Wellness Team is currently being developed to support safety needs*</td>
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<tr>
<td>Action</td>
<td>Update</td>
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<td>------------------------------------------------------------------------</td>
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<tr>
<td>1.1 Broadly representative campus task force/work group</td>
<td><strong>Campus Safety Community Advisory Board</strong></td>
</tr>
<tr>
<td>1.2 Community should have opportunity to advise on safety strategies</td>
<td>Multiple avenues for input: CAB, campus feedback period for Support Structures for Free Speech and Lawful Protest, multiple rounds of review for CRT</td>
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<tr>
<td>and models</td>
<td></td>
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<td>1.3 History of policing including information about abolishing and</td>
<td>-CAB Graduate Student Researcher maintains <a href="#">CAB resource library</a> with breadth of information</td>
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<td>defunding should be shared and considered by campus leadership</td>
<td>-Arts programming will include coursework, lectures, and engagement from broad perspectives</td>
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<td>1.9 Hiring and promotion for safety roles will include behaviors</td>
<td>-Currently reflected in extensive PD background check</td>
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<td>consistent with principles of community</td>
<td>-Contribution to principles of community reflected in annual reviews</td>
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<td>1.10 Continue the standard background check and ensure we avoid hiring</td>
<td>-Currently reflected in extensive PD background check</td>
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<td>candidates with sustained findings or who have resigned while under</td>
<td>-Working on attestation process similar to faculty</td>
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| 1.13 Campus Safety Personnel will continue to actively participate in community engagement | -UCSC PD currently provides community training including, active shooter and crime prevention training  
-UCSC PD participates in student events like Cornucopia |
<p>| 2.3 Campuses will follow established guidance on protest response       | -UCSC is currently improving our protest support with a new philosophy focused on education and development and pending structural changes to improve student engagement and the overall experience |
| 2.2 Pause hiring safety personnel                                      | -UCSC proactively reduced the number of sworn FTE from 32 to 24 and has only allowed hiring within that envelope |
| 1.5 Campus safety personnel will provide contact information, reason for stop, &amp; how feedback can be sent | -Working with Spidr Tech to support this action |
| 1.7 Campus will adopt real-time feedback platforms to drive continuous improvement | -These processes are currently in place and well reflected in current Chief search |
| 1.8 Campuses will have process to allow students, faculty, &amp; staff to serve on safety personnel hiring panels |                                                                                                                                              |</p>
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| 3.1 Campuses will post safety data annually                            | - Workforce summary and calls for service are available on the UCPD website  
- Systemwide data is available here                                  |
<p>| 4.4 Campuses will begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation | - UCSC is in the final stages of completing contract to begin IACLEA accreditation application |</p>
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Deep Dive: Tiered Safety Model

**Wellness**
- Call does not require immediate intervention.
- Expertise required falls within the scope of training that can be attained by volunteer faculty, staff, and students.

**Crisis**
- Call requires immediate, nonviolent intervention.
- Expertise required falls within the scope of mental health, behavioral, and/or medical professionals.

**Police**
- Call requires immediate, potentially violent intervention.
- Call for Service cannot be adequately addressed by other stakeholders.
- Expertise required may involve Use of Force or powers explicitly granted to sworn Law Enforcement Officers.
Deep Dive: Tiered Safety Model

Sworn Police Officers
Although this model significantly narrows the types of incidents that University Police directly respond to, there are still many situations where a Sworn Police Officer will be needed to respond to an incident that normally does not call for them University Police presence. These instances include when a legitimate safety or security concern exists during another incident type, or if alternative response teams are unavailable.

Crisis Response Team Members
Crisis Response Team Members serve as the primary non-uniformed, non-sworn resource available to assist in urgent, high stress Calls for Service. The Crisis Response Team will further be responsible for initiating first contact with community members in crisis, following a de-escalatory framework of response, potentially transporting community members in crisis, and providing references to appropriate campus and/or community resources as appropriate to the community member’s needs.

Community Wellness Team Members
Community Wellness Team members provide general non-emergency resources and assistance to the campus community. These resources can include reference/contact information to campus departments such as SlugSupport or Basic Needs. Community Wellness Team members will also participate in engagement and public outreach events with the goal of keeping the community informed and aware of their presence.

Community Safety Officers
Community Safety Officers operate after hours services including safety and security to the campus community. Under this model, the CSO Program will remain a primary response and patrol unit for the campus community. Community Safety Officers shall have the training and capability to activate other components of this model to address a Call for Service as needed. For example, a mental health or behavioral disruption call normally addressed by a CSO shall instead lead to the activation of the Crisis Response Team.
Deep Dive: Tiered Safety Model

UC SANTA CRUZ

Community Safety Implementation Plan

Chancellor/Campus Provost & EVC

Campus Safety Community Advisory Board

Biju Kamaleswaran
Interim Vice Chancellor
Business and Administrative Services

Jennifer Baszile
Interim Vice Chancellor
Student Affairs and Success

Gary Dunn, PhD
Interim Vice Chancellor
Student Health and Wellness

Garrett Naiman
Associate Vice Chancellor & Dean of Students
Student Development and Engagement

Clement O. Stokes
Associate Vice Chancellor
Risk and Safety Services

Sue Matthews
Associate Vice Chancellor
Colleges, Housing, and Educational Services

Dave Keller
Executive Director
Housing Services and Facilities

Community Wellness Team
New!

Mary Garcia
Interim Chief University Police

Willie Brown
Assistant Director
Community Safety Program

Crisis Response Team
New!

Slug Support

Tiered Response Model - Operations
Deep Dive: Tiered Safety Model

- Reduced committed sworn officer FTE from 32 to 24
- AVC RSS committed $250,000 salary savings from PD to support developing Critical Response Team
- Won $292,500 grant to support developing Critical Response Team
- Committed $200,000 permanent central funds to support hiring first director for Critical Response Team
- Funded Campus Safety Community Advisory Board ~52,000 per year including co-chair stipends, student stipends, facilitation funds
- Funded 3-year proposal from Arts Division for $158,850.63 to support arts projects that reflect the experience with safety and policing on campus
Deep Dive: Parking Transition

- **Short Term**: Parking Enforcement Wrap
- **Long Term**: Hybrid Fleet Options
  - Toyota Prius / Nissan Leaf
Deep Dive: Digital Arts Project

- Spring 2022: Supplemental support for current course includes Visiting Artist honoraria, recording devices to support student interviews, and web development

- Summer 2022: Course creation and major revision to build a class structure and visiting artist program to develop classes where students can engage and share their voices on the culture of policing on campus

- Fall 2022: Project development with faculty mentor, GSR, and paid student-led group for a large-scale digital project to feature student voices

- Winter 2023: Three courses developed in Summer 2022 will be taught, Visiting Artist Series will commence with support from faculty and GSR coordinator

- Spring 2023: Art installation across campus from student work produced in courses, produce digital archive of artwork
Deep Dive: Engagement

Campus Safety Walk

The first walk will be planned for Spring 2022 and will cut through campus. Routing will be:

- Oakes Learning Center to McHenry Library
- McHenry Library to Quarry Amphitheatre

Roughly 30 - 45 mins of walking across one mile of paths following directions that a student would see.

Scheduling will likely be roughly 8:00pm on a weekday during the academic quarter.