

WEBVTT

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Alright, let me find that record. button and we'll get going there.

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We go all right. as we get rollin, and are all staring at a screen here together.

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I just want to invite folks to first take a deep breath out to the extent that that's available for you.

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I know that moving from one meeting to the next and shifting around on screens can sometimes move us away from our bodies, and a lot of the work that we're going to be talking about relates to people's bodies to

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feelings of safety to literal safety for for folks as they move through the world, and whatever bodies they have, so just an invitation to.

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If you're no sitting in a chair with your feet on the floor to feel that floor to notice your breath.

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And we'll go from there so I can offer an introduction My name is Lucy Andrews. I'm.

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One of the student co-chairs of this Ib.

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This upcoming year. I also served in that position last year, so I'm returning, and I'm.

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A PHD. candidate in environmental science policy and management and I'm.

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Joined by a few colleagues here so i'll let them introduce themselves, John.

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I'll toss it to you first good afternoon everybody I really appreciate

your being here.

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I'm. John Simon I'm a Professor of legal studies and law caught at Berkeley for about 19 years.

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I was a student i've got all my degrees here many decades ago.

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And i'm deeply committed to the work of trying to reimagine public safety, and and achieve some end to the violence that plagues too many in our society.

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I'm very pleased to be with these colleagues and with all of you today, Russ.

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Yeah, good afternoon. My name is Ross Balladi. My role is staff to the Board.

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So I work under the vice chancellor administration I'm.

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A project manager been doing that for many years, and have gotten involved in working and helping the Independent Advisory Board initially implementing their recommendations from 2 years back, and that led to becoming the staff to the Board and and during that time

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I've also taken on a number of implementing safety projects around campus from the reimagining camps and community safety initiatives that the Chancellor put forth to the Uc.

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Community safety plan actions that they've asked all of the campuses to implement.

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So i've been very much involved with many of the safety initiatives, and having the privilege to be staff to the Board, has been particularly positive experience for me, and an enlightenment so with that i'll pass it

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on to who's next Kelly is Kellyanne yes, hi!

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Everyone. thank you i'm kelly brennan she her I'm executive director for civil rights and whistleblower compliance.

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So my portfolio includes O. PHD. or the office for the prevention of harassment and discrimination.

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I serve as the title 9 officer for the campus.

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I have clear react compliance in my portfolio.

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So a lot of ways that we overlap and intersect with with policing and and with safety across campus. Happy to be here and join this discussion today.

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Thanks, Kelly. We also have one additional speaker who will be here shortly.

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Age car She is new to university health services. and we'll be talking about mobile crisis response team launch As staffing happens this fall and launch plans are anticipated.

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This spring and i'll turn it over to John in a second.

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But John and I wanted to acknowledge that you know, for those who live in Berkeley and have a connection to the broader Berkeley community that Berkeley lost a couple of students over the

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weekend to gun violence, and it's a reminder to me and to John, and perhaps to all of us

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The urgency of this work and the need for measures that are preventative. and that attend to the root causes.

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That's certainly not the only instance of lack of safety in our communities, both locally and more broadly.

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So. whatever grief, whatever rage you're sitting with we want to honor that and say thank you for being here and committed to this work with

us.

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Because there's a lot of work to be done so with that John.

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I'll toss it, to you thank you and yeah i'm. I'm sitting with you if you're feeling a lot of the grief right now, or or communities suffering a lot from violence and I believe all of us are committed

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to creating a society where that's doesn't happen or maybe even unthinkable.

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We are, I think, one way to describe what the Ib does is that the work of reform, or transformation, or defunding?

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If you want to think of it that way, is long and arduous work, and has to survive through ups and downs in the emotional tenor of the times from the summer of 2020 and the George Floyd

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protest. For instance, to this last summer you can most of us can feel like lots of changes that have gone on, and the collective sense of urgency about reform.

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Our goal is to make sure that we keep on the path that really the Chancellor helped to set us on.

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When she appointed the Iv. and then, in the summer of 2020, when the inaugural Ib.

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Issued a very important list of recommendations that are that initial report is available on our website, and bears reading.

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If you haven't read, it it's a it's a great document, the Chancellor endorsed the vast majority of those recommendations which really are aimed at creating a campus in which public safety is not so tightly

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tied to sworn police officers as it is now and to try to meet the needs of a much more diverse population than this campus has ever hosted in its history, and make sure everybody's safety and dignity is respected that

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really takes a organization that while it has no direct power, has a mandate to really busy itself with listening to the campus and its various communities to working with the various administrative committees, and groups that are trying to implement both the

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Chancellor, and also, as you may know, the Uc.

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System is in the middle of a pretty big redesign reboot of public safety.

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Make sure that that work happens, and that it carries the spirit of the deep commitment to change that this campus initially said in 2,01819, and which we have endeavored to carry on I hope that's that's

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helpful I didn't want to just read the bullet points, but you can

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You're welcome to keep rolling John if you want so today.

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It's our first public meeting of this new academic year, and the first time we've had a chance to gather as a community to since we offer the report that we published in July or August I think when

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it actually got out. and so we wanna make sure that You're aware of some of the changes that are actually going on again.

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It's change can seem really slow, especially during the pandemic.

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It was hard to see what was happening on Campus and it may still be. We want to make sure you're aware of it.

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We want to highlight some of the elements of the report that you know we think, are really important for our community to consider and sit with.

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We've got some directions for where we wanna go this year It's a big campus with a very big agenda for change. And so we certainly want your input on whether we're focusing on the right issues and

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finally, and maybe most importantly, we want to be the here, and then transmitter of your voices.

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To the Chancellor to the vice chancellors who are involved in campus safety, and to all of the various people that are working on this campus in this space.

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So it's very much your day

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Thanks, John. We will share links to our website and our reporting through the years in the chat.

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Toward the end of this meeting, and if you're able to stay great, and if you're not you're welcome to just Google Berkeley Iv.

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And it comes up. the url is way too long to speak out loud.

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And in this work we're committed to the holistic safety of everyone. that means safety from crime.

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It means safety from harm and violence and discrimination oriented around identity.

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It's about security of basic needs it's meant to be really holistic and encompassing, and one of the elements of that is making sure that folks in and around campus who are in crisis are able to access care are able

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to access recovery, infrastructure, and are not criminalized in the process of receiving support and recovering from, you know, a moment of duress.

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And so we're. excited to Have eightj here talk with us about the mobile crisis response team that she is in charge of leading and putting together Aj.

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Are you? Oh, there you are! Let me make you a co-host.

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Give me just a moment here on the zoom management front.

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So Aj. you're now a co-host you should be able to unmute yourself.

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Hold on There we go and share your video. would you like to share your own screen. Or would you like me to pull stuff on buy-in, since it's already up and running?

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Okay, sorry. it took a minute. Here we are hi hi i'm sorry. I'm in a different room.

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So it's a little dark in here today. you can totally share like that.

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I updated the link for the overview and the link for the feedback should be live and working.

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Hi! everyone. Just thank you, Lucy, for that quick intro.

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I appreciate it. I just started Well, I guess I'm. about 6 months in in building the program here for us at Uc.

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Berkeley for those who may not know It came over from San Francisco from their street crisis response program that they started at the end of 2020, and I was there for about a year, as a clinical supervisor

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and I'm bringing a lot of what i've learned there to our program here and building that out to serve our community.

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Can you go to the next slide? Thanks. So I mean this.

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This is all part of our campus, a de initiatives and reimagining what that looks like for our students in our population.

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And really our goal is going to be to be very trauma-informed, culturally responsive, and focus on our community.

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We will have a multi-disciplinary team which was also really important, and the model that we were I was using in San Francisco when I was there.

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Where we have a mental health Clinician and Emt.

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We are still working on our end here on building the pier but that is part of the model that we're hoping to implement.

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I'm hoping holistically soon, but having the mental health condition, and amt are going to be essential.

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We want to have a holistic approach of not only looking at somebody in one aspect of Oh, they're having a mental health crisis.

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But looking at what else could be impacting them and having an Emt that could do a basic amount of physical health assessment on them and support in any kind of way, just providing some maybe even education to what may be going on in the

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situation and support with any immediate medical things that may be coming up for somebody that we may be working with, or somebody in the community.

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You never know who we're gonna encounter when we are out on a call.

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And so having that team available that has skills in all of those those ways.

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And then having the peer that have that period of peer connection is really important in this model.

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And so we're hoping to build that in sooner rather than later.

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We've we're you know kind of hit a couple of roadblocks, and figuring out all of that.

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But I think we have a path forward for that we so if you're not familiar with caps, and our new director.

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Well, He's not so new anymore. but he's Newer He brought over a model that we were starting to implement here at Uc.

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Berkeley, even before his arrival, called step care, and part of step to care 2 is really having this opportunity to co-design that mental health services or services in general are not should not be just driven by a mental health

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practitioner, but that we should be incorporating other voices and other ideas.

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And what is the need? and how do we plan and develop our program programs based on the need that's for the practitioner as well as the person and community?

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That's receiving those services. So, having our students involved getting feedback from Lucian Payton over the summer has been really helpful in guiding me in particular.

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But our hope is to have more opportunities. with our affinity groups.

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We will also be expanding that to outside of campus working with Berkeley mental health and community and campus partners we have already hired Chessn started, Yet we have hired a code design student partner.

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That I believe will be starting next week. so that's really exciting who will be part of helping develop the program and implement it with a very clear student voice in hiring her.

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It was really important for me that she understood that her perspective we weren't here to necessarily teach her about what we were doing.

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But we to get her feedback in what we want to bring and then, you know, and then, obviously, there's a there's a overlap that will happen.

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But really her expertise of the campus of the student body the needs and we understand that's one person, but having at least one person that's looking very critically at the policies training plans being part participating in our interview process which

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Lucy and payton also have been able to do and we've really appreciated that feedback. So that code design model is something that we're gonna continue to move forward with as we develop.

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The program. And so these are our basic services. This is what we will be doing.

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We will we will be instead of police if there's a mental health crisis.

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That's nonviolent. we will be doing the 5,100 fiftys, and I really want to share caps as already started doing this.

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We are still. We have started writing our own 5,100 fiftys.

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Most of our clinicians are trained, and so we have to get certified by the county.

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And so we have done that training so we've already started pieces of this.

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But our team will definitely be responding to and writing the 5,150 evaluations, and hopefully aiminating some of the inks that comes with having a call police in a situation that may not have anything to do with a

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crime and really working with the student or community member that is having a mental health crisis. and then, having our emt present to do that, that basic medical evaluation is going to be really important and other things that we're gonna do that we're

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we're already doing in some some ways already. is if there's a campus event. tragedy that happens, providing post-vention support.

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Our team will do that. We already do that in some ways we're our team will help expand that like I said we're looking at developing our peer counseling support.

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And then, you know our clinical mental health evaluations and supporting our students to get connected to surfaces.

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Our guest has been, and in my work in San Francisco really kind of proved.

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Some of this was the folks that we encounter in mobile when we're doing mobile crisis response, our folks who typically will not go to a clinic for lots and lots of reasons.

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And so, having an opportunity where we can do warm handoffs to campus resources, or even get them connected to somebody off campus for additional source resources that they might need, and just making them aware of that is a huge goal of our program and this

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just gives out over we i'm not going to read through all of this, but I, you know our general premises. we're going to take nonviolent calls.

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We are, you know we're mental health and emt and soon, hopefully a peer team, and we will not be able to manage a situation that's violent and unsafe for our team.

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But for any nonviolent calls that are related to mental behavioral health, we would be going out.

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We, we will be training. Every one of our team members will be trained in dsalation and be able to support the student.

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The faculty staff in hopefully coming back to Baseline, or, if they need additional support, making sure we can get them to where they need to be

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So again, we're connecting them to resources. and you know The other

thing that we may step into a little bit more is the last bullet point which is really important that we can do what we're calling in within caps is a

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light welfare check where it's something that we know It's not gonna be somebody who's violent it's but somebody's concerned.

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It could be somebody who might have been in the hospital recently and hasn't checked back in with our office. Our post hospitalization team usually will, if we know that somebody was hospitalized we'll try to reach out to them if they

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can't contact them. We you know our team may be able to support with that instead of having police to go out for welfare checks.

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This just gives an overview of you know where we can serve.

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We will be phasing in because we're a new program and hiring, and all of that will be a phased approach.

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And so we will be facing in until our first where where we will start, is going to be on campus.

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We will be focusing on students, staff faculty on camp and our community members on campus with really the emphasis being students are going to be our first priority.

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And obviously anyone who you know is on our campus is also a priority.

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But that the campus is going to be because of transportation and just the phase approach that we need to take in this kind of program.

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We'll start with the campus and then we want to expand, and we'll be expanding as we grow our team to be able to go to some of these off-campus housing spaces to continue the work for our students

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and the our students families in a lot of ways so that again. If there isn't a need for police that we can be the ones that go out and do that kind of support.

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And these are just departments that we will be collaborating with, so that we can do warm handoffs if we need to.

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We can provide referrals. we can provide some education. for folks where we are, you know, with rest like we've done trainings for the on how to do de-escalation.

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Like That's something that we want to continue to do and Then, as we grow and hire our teams, we want our teams to be able to refer somebody the basic needs to refer somebody to path to care if that's what they need

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and making sure that we have those relationships in place for our students.

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And this is something that's really important and I do want to highlight.

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It is that we are looking at and working and getting feedback from from Lucine, Peyton, and Ucpd.

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In developing what are flexible, coordinated safety response will be so.

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This will be when we're talking about us potentially working together with either Ucpd.

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Berkeley Fire, Berkeley, Pd. would be that this call was out of scope.

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So maybe there was violence. Maybe it was a domestic violence call Maybe there's a weapon that we know is on scene that it's not safe for our team to go.

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However, if there's a mental health, need that's there we want to work with Ucpd to really establish what those protocols are going to be, and how they would clear the scene make sure it was safe so that we could

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go in. And this includes, if a 5,150 needs to be done, that we could still be the ones going in and supporting that instead of Ucpd taking on that role and really helping shift some of that responsibility, to our

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team, but we needed to be safe, So we're not calling in a co-response, like, because, like there are programs that our co-responses were Pd.

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Officers and a mental health clinician go out together.

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This is going to be as we needed to be, for the safety of our team and the safety of the community, that we would work together as needed.

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But this will not be the protocol where we co-.

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Respond to every call. But we want to highlight that there will be overlap, because just because there is a weapon on team doesn't necessarily eliminate that we're gonna go out.

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But we do need to, you know, neutralize any risk to the team.

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This is a little bit of a chart and we are working on. i'm making it a little bit clearer, so I just wanna say that before I see some looks and I and I appreciate them.

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Because I have the same one. We did try this morning actually to try to clarify it.

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It only got worse. So this is where we are. Hopefully, by the next time I get to present to you all we have a better graphic.

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Really what we want to demonstrate is that there's going to be 2 ways for the community.

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Our campus community to reach us. They can reach us through 901.

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We are going to be working with dispatch to identify which calls come to us.

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And then we students do not want to call 901.

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We want them to have another option, and so we already have this number in place as a after our support for our caps.

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Stupid students are, and students who use caps, services or not.

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And so the numbers already in place. But what we will do when we actually go into services that they will be home a 24 h number for us to utilize.

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They can. they're the agencies. called protocol so they can call protocol, and they will have it's a clinician who actually answers.

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They'll kind of go through a screening to figure out Is there somebody that actually needs to needs crisis support from us?

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Is this somebody who is in immediate risk for harm? or is this something that can wait till tomorrow?

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And a caps clinician will reach out to them.

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And so really that's kind of what we're trying to show here. and then we're trying to put in here that there is how and when we would determine if there was a flexible response that was needed, versus like when a majority of our

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calls. we anticipate. are gonna be just us we're gonna get the call even through ucpd if it's there's no violent.

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There's no weapons that we're concerned about it'll come to us.

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We'll go out and hopefully be able to resolve that media crisis, and or get the person linked to the services they need.

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And like, I said, we will be working on a better graphic that that outlines that for us that's a little bit more linear and cleaner for folks who are not in it.

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Day-to-day, like I am and even though i'm in it it's still confusing.

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So I appreciate you bearing with us while we figure that out.

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And so what the on the last the last thing I want to say, is we that we really take, and I personally really take the Co. co-developing this program?

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It's very important, and so what we want to do is we have a We did create a website.

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It's up it's life as of last Friday. there's not too much on it, because we are not in service yet, so we will be launching in 2,023.

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But on the website is a feedback form which is linked also in the slides that Lucy has, but also on the actual website.

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There's a link to a Google form and if there's feedback.

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We want to hear it, and we will get we will actually get.

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I will get an email if somebody fills up that form and so that we can kind of keep track of what feedbacks coming in, and how we can make sure that if there's somebody who has an idea that we didn't think

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of that. we We can explore that idea, maybe even engage with them if they want to.

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But if they don't want to engage they just want to leave us some ideas and information to think about, that's there also, like you, you can do this anonymously, so it's not something that you have to put in your

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email address and that we're gonna reach back out to you unless you want us to.

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And there's the option for that and that is all I have for today. Wonderful!

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Thank you so much. Aj folks, I will when I have a moment paste links and things in the chat to slides and then to the feedback form.

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I recognize that we've had some graphic graphics up and not presented slides yet that have all texts for folks who may benefit from that. So i'll get those in the chat when I have a moment.

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We're gonna go back to our other slide deck which is gonna be now with Kelly talking to us about changes to the police complaints and investments.

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Process. Thanks, Lucy. Yeah. I just wanted to give you a brief update overview of where we are with

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One of the guidelines in the uc community safety plan.

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So first if you're not familiar with the plan it's publicly available.

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So there's the link to the plan there. were 4 guidelines that were outlined.

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And This relates to guideline number 4, which is the accountability and independent oversight that is really meant to mean the the How do we deal with complaints against police and the the goal being we want to to

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create a different process on every campus that really mirrors.

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What the process has looked like at uc davis for a long time.

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So that's where you'll see a little outline of what you see.

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Devices process looks like the the main takeaway is that it's always best to have a place a neutral place to be able to raise complaints to be able to conduct an initial assessment of those

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complaints, so that you're not requiring people to Go to the agency against which they are complaining to make to make the complaint. that's that's a limiting factor.

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And we recognize this in lots of other types of complaints.

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Which is why we have neutral offices like title 9 who receives complaints about sexual misconduct, sexual violence, and sexual harassment that that we manage on behalf of you know all of the

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units across the university. This is a very similar concept. really.

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The the Uc. Community safety plan wants every campus to develop a process by which they can intake, receive, and respond to complaints from civilians about police that don't involve people having to go to the police to make those

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complaints. So that's where we we have been living for the last year or so in talking with people about, how can we implement a among that?

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Looks like what Uc. Davis has, and we have the benefit of having a lot of information from their process over the many years that it's been in in in in process. and we can we know that that there are things that we might do to

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tweak. Make it Berkeley eyes the the work that they have done.

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But it really has been held out by the u Csp group as a good model. i'll just give you some really brief highlights of what that process looks like.

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And again, it really does mirror the process that we have in place for reporting and responding to all types of complaints about harassment, discrimination.

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Svsh and the like. So one thing is that we have timeline and details still.

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Tvd but we know a few things. PHD.

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It will serve as sort of intake portal for these civilian complaints.

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So where we know that eventually, when we get this up and running that that people will be pointed to

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Oh, PHD. as the place to to raise these concerns, and then we can engage in an assessment to determine

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You know what is the nature of the complaint? Is this appropriate for investigation?

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Does this involve the right people, you know? Does it involve a sworn officer, a Ucpd, and that sort of thing that is a process in itself.

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And then, if we determine, based on that information that Oh, yes, it is something that needs to be investigated. This is where Uc. Davis has really stepped into the void and has offered all campuses around the Uc system that it

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will engage in an Mou and take those investigations and run them through the process That that they have that's been working for. You know years the one benefit of having their willingness to do this and and their expertise is that these investigations

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that involve sworn police have to follow a very specific set of rules and and regulations called pover.

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The police officers bill of rights. and it the investigation, you know. that is done.

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That involves this foreign officer has to follow that process, and that it takes a lot of training.

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So 1 one benefit is that the officer or the investigators at Davis have that training?

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So they can kind of pick up and run with these investigations where the campuses can't

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So they have I I believe that Almost all of the campuses have taken Davis up on their offer to to do these investigations on our behalf, and so everyone is is executing these moves soon So they would do

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the investigation, and then they would hand it back to the campus. So that's the the point at which the the pab would come into play a pat.

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Their tab stands for police accountability board and I linked the the Pab website there.

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If you're interested in looking into details, about what their looks like how they, how they operate everything is there, and transparent same when we get our own pab, or whatever we will call it, up and running it will be you know very transparent very

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public. so that everyone really knows. This is what happens when a civilian makes a complaint about the police officer.

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This is the process that you go through, and then you know to that end the pab is, is a board made up of a cross-section of the university.

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So you ideally, you want to have student representatives. You want to have faculty and staff.

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You know, undergrad and grad people that can come together and review the report that is generated by the investigator.

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So when you see, Davis gives us back the results of the investigation, that's the pab will get an anonymized version of that report, they will see exactly what was found and on the basis of that report.

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They can submit an advisory recommendation to the chief, who

ultimately, under color roles.

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You know the chief is the one who makes the determination of of

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Whether or not there will be disciplinary action, and what that action looks like.

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But the pab is a really critical piece of that

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That it provides civilian oversight into that process so it's not just you know the chief of police deciding unilaterally.

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This is what I think. It is a an appropriate response to this particular to finding So that that's really critical.

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And this is the civilian Oversight is a thing that has grown across the country. it it exists in a lot of municipalities.

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So not just in higher Ed but you know there's there's a professional association for a civilian oversight.

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It's called nicole and a c oe So they they provide a lot of training resources and support, and even in an annual conference where people can learn more about best practices for civilian oversight of police

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misconduct and police in general so we We're gonna draw a lot from Nicole and from Davis and some other resources that exist to develop our own version of Pab and get that get that going sometime in

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this academic year, so that's where timeline still to be determined.

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But it We're working on. it. Now, and this is just a really quick overview of what that intake process looks like that will live in a PHD.

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So you can see, you know civilian makes a complaint.

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The next is a follow up. There needs to be. Follow up which we would call an intake meeting to to learn more.

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So try to get those details exactly what happened, and try to determine whether or not there is jurisdiction.

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So, for example, does this involve a sworn officer.

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I mentioned that one the other element of an initial assessment is, if the allegation is true, would it rise to the level of a policy violation that that is an area?

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It's a little bit of an art but it's essentially you know there are some Alexandria that are maybe absolutely inappropriate, but name may not rise to the level of a policy violation that would require an

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investigation. So at that that's that's really the level of the line that we're looking for.

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Now. but if it meets those criteria then you're really moving forward to say whether or not it will be charged out, meaning will there be an investigation?

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And there are a couple of reasons why, we at that level or that stage maybe wouldn't investigate one if there's just not enough information.

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So that you know, for example, we we do see this a lot.

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Unfortunately, in complaints that come in but the individual makes a complaint, and then we're not able to speak with them. you know they don't want to engage so we're not able to dig in and find out more

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information that that may not lead to a very successful investigation.

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So that may be one reason why you know that's not the right path.

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Another possibility is that somebody comes forward and makes a complaint but they don't want an investigation.

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We see this a lot in the svcs context where somebody says, you know this this is how I was wronged and harmed, but I don't.

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The resolution I want is not an investigation. I want, you know, some other type of alternative or informal resolution.

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And so those are those are reasons why maybe it wouldn't move on to Ucdavis but we're we're looking you know, to the future, and and who knows what will happen when we when we switch this out we can only

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learn from what Davis has shared with us when they switched their process from moving through their police into a neutral office.

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And you know they did see an uptick in reports.

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So I I think we expect that as well we expect people maybe to come forward that hadn't before and that is a good thing.

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You know we wanna surface complaints and concerns, and try to find the right resolution.

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So that with with that I will, I think, hand it back to Lucy.

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But happy to you know be available. Answer questions if you have any and if I don't have the answer, we'll file it away, and we'll find the answer as we continue to develop this process.

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Thanks so much. Kelly and We'll just put out a quick plug! as Kelly mentioned, we're still trying to understand the composition of Ucdavis Berkeley's police oversight board whatever Acronym we end up

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coming up for with but we'll need people on it it'll likely be relatively small.

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Such that the conversations can be focused but they'll be representation from all places on campus, and we hope that folks will opt into a 2 year term and receive pretty significant training. such

that if this is something you're interested

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in professionally. you know, perhaps you might hope for a career related to these matters, or this is important to you based on You know what you care about, and you know the stories that you've lived to date.

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Keep an eye out for a call for participation in this particular board.

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We'll offer just a few quick highlights of other things that are either less far along or smaller changes to safety and policing on campus.

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Talk a little bit about what we anticipate happening this year, and then enter into a period of public comment.

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So the first thing that I want to highlight is that though the timeline isn't totally clear, yet we have a forthcoming new security staff position.

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I believe right now the working title is campus ambassador, though.

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I haven't seen it finalized and this person's going to be responsible for things like traffic control for unverified alarm. response.

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You know, because the building alarm goes off for checking on the locations of people or things that aren't related to wellness.

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You know, taking and filing lost and found reports responding to sort of general non-emergency calls that don't fall under the jurisdiction of the mobile crisis response. team.

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These people will be unarmed. and non sworn meaning that they don't have arrest powers.

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We're trying to think about on campus what is what we're calling sort of appropriate response.

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A lot of the language and policy documents have been published to date either on campus or from the office of the President.

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Use the language of tiered. response. I think we'll be moving away from that because tiered response suggests that there's a first tier That's the best here in a second tier.

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That is, you know, subordinate and that's not actually the way we want to be thinking about that we're thinking about best response rather than sort of a hierarchy of response.

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There's also been a long process to hire a new police chief, and that is coming to conclusion interviews with finalist candidates happened over the summer, and there's been some due diligence on that applicant pool and making

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sure that an offer has been extended in sort of the back and forth necessary around that is going on.

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We hope that this person will start in the spring semester i'm sure you'll see announcements about that, but just wanted to let you know that that is continuing and in the works a few more things the

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Ib. me. John, and all of our colleagues who were on the board this past year are quite proud of the report that we published in July of this year, that describes all of the boards activities over the past.

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year. we wrote from our perspective things that happened on campus and nationally that relate to safety.

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Certainly, you know, falling out of the jurisdiction of policing and crime, but also more holistically, as is our charge to think about safety in a very expansive sense.

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We define relevant terms to our work. So if you hear us, you know, speaking about funding, for example, how do we understand funding?

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How do we understand budgeting that's all in this document?

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We also talked through some of the laws that are governing this work.

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You heard Kelly speak about the Peace Officers Procedural Bill of Rights Pover, for example, Kelly mentioned that under her office is the clery act.

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Those are 2 laws that govern first the working conditions of police officers, and then for the Clery Act.

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The way that Campus publishes information about crimes and threats to safety.

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Things like timely warnings that you may receive So if you're curious about sort of like, why that kind of stuff happens you could check out the report.

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We then reviewed recommendations that the board had inherited and we'll talk a little bit about that in a couple of minutes from previous iterations of the board.

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How those are going any concerns that we have. Then we offered a set of new recommendations informed by ongoing campus community input as well as the circumstances of this past year.

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That document is a snapshot in time. Things have happened since July of 2022 that are relevant to safety.

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Such that you know, attending to those things will be the subject of this Year's board.

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I do want to frame the board's work with a series of questions that guide a lot of our internal discussions.

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And the first question that comes up in our work is, what harm occurs on and around campus, and we use the term harm.

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Pretty intentionally, because I think a lot of folks given our media landscape given the cultures that at least some of us have grown up in the word crime is often substituted for harm.

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And there are certain harms that are crimes, to be sure, you know, classically thinking about things like assault, and theft.

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But there are also forms of harm that aren't necessarily crime in a legal sense, but are nonetheless threat to safety.

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That we want to attend to I think it's arguable that something like basic needs and security lacking a place to sleep at night is a form of harm and a form of lack of safety that isn't considered a crime by our

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criminal legal system so we're trying to sort of think about harm, holistically recognizing that there are a lot of different circumstances that fall into that umbrella.

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So what harm occurs? And then from that how can we prevent these harms?

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We would love for nobody to experience any of these harms to begin with.

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So what technologies, what practices, what structures of community can we build to prevent harm from happening?

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In the first place, nonetheless, there will still be some forms of harm that occur.

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And so, when that does happen, who is best positioned to respond to it, thinking about response as the embodiment of care and community, as sort of guiding our philosophy of this question and its exploration?

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And then, lastly, when harm occurs, what care and repair are possible, and then how

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The language of care and repair as I am, it comes to me from a transformative justice framework, thinking about how to mend a situation, how to mend relationships, how to support someone in a

healing journey in a way that transforms the

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conditions in which the harm occurred in the first place making it impossible for that harm to occur again.

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So that's how we understand our work what harms occur How can they be prevented?

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Whose position to respond, and then what care and repair are possible.

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So thinking about that the previous Ivs from the inaugural 2,019 to 2020 year, and then the 2020 to 2021 year offered up a few recommendations that we are continuing to see forward the first

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is the elimination of military grade weaponry and technologies that you see Pd.

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Has and or accesses via memoranda of understanding with other policing and security entities.

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There was a Federal program once upon a time. Slash media still exists.

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That took surplus military equipment, and passed it down to police departments.

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That's the 1033 program Berkeley did receive 1033 equipment, and none of it remains but other equipment that falls under the broad banner of militarized exists in

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ucpd's inventory this is things like carbine weapons. Automatic rifles that you know, have the capacity to discharge a large number of bullets in a very short amount of time so we'll be

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turning our attention to that The second thing that we inherited was facilitating community engage dialogue about when equipment should be present in the bounds of its usage.

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So you know, thinking beyond sort of what we might consider to be militarized equipment.

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There are other technologies of policing that merit attention as well, not just on when they're used, but just literally when they're present.

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When they're on a scene around members of our community the Ib.

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Does not have the answers to that and we would love to sort of entertain that process with all of you, and thinking through what kinds of policies we could craft that feel like they serve the needs of our community.

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We're also supposed to review and suggest amendments to memoranda of understanding with neighboring policing entities.

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That's a large job, and So we're hoping that as we build the Boards membership for this next year, we have a lot of folks to share that work with.

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And then, lastly, establishing a emergency legal fund to assist students dealing with civil liberties, violations by police, with the hope that this is modeled after the student immigration services legal fund where people can access the world financial resources

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so we haven't taken up that question I don't think campus is necessarily thought about that yet, and we are hoping to carry that forward moving into this next year's work for new recommendations that this year's board

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is offering beyond those we've inherited from previous iterations of the board.

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The first is to increase staffing in the office of emergency management.

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One of the sort of changes to the police department on campus that happened a couple of years ago, so that the office of emergency management was moved out of the police department to be a standalone

entity.

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These are folks who think about anything ranging from fires to earthquakes to chemical spills.

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You know of a variety of things that might be considered emergencies, and right now it's sort of one or 2 staff people, and, you know, could be good to have more. So that's One thing we're recommending the second

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is increasing basic needs funding both grant funds that can be dispersed quite quickly to people suffering basic needs and security as well as the staffing needed to do that work well.

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The basic needs center, and it's sort of good collaborating partner entities have done incredible and nationally recognized work.

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It's really effective. The models of care and resource provision have been shown to really support well-being in academic success.

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And so we'd love to see those programs. become sort of even more accessible and even more resource.

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And then, lastly, we are hoping to see the cessation of warn me or Everbridge.

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Timely messages related to avoid the area notices about free speech actions.

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These often come out saying, You know something along the lines of demonstration on, you know the steps of Sprawl Plaza.

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Avoid the area, and from the perspective of the Ib. that is discouraging.

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The exercise of people's first amendment rights and we think that that is an inappropriate use of that platform.

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There's in general more work to be done about timely warnings.

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There's a large body of law governing what needs to be sent in timely warnings and college campuses, and so there's a lot of complexity that the iv doesn't have the expertise to navigate but

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certainly has ideas about what we'd like to see and we'll turn over to the experts to think about ways we could implement that.

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So conversations about that to come, John, I will toss it to you so it's not just the lucy monologue here.

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Thank you, and I know I wanna move on very quickly to the comment period.

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But I think we all agree that prevention is What we want to attain when it comes to harms on campus that please send a other kinds of responses after harms occurred is are obviously you know not optimal don't

00:47:51.890 --> 00:47:56.841

really ever get to the base of the harms done so.

00:47:56.841 --> 00:48:04.691

Some of it, is about in our infrastructure and creating a campus where

00:48:04.691 --> 00:48:08.391

People feel safe where there's non please capable guardians around.

00:48:08.391 --> 00:48:23.743

That people can engage with rather than having to call the police.

00:48:23.743 --> 00:48:29.791

We want to as an organization, do a better job of being open to you other than through these semesterly public meetings, for instance, by having office hours, by distributing a newsletter that will sort of share with you our

00:48:29.791 --> 00:48:32.441

current concerns about what's happening around public safety on campus.

00:48:32.441 --> 00:48:39.241

We hope to identify relevant affinity groups constituencies.

00:48:39.241 --> 00:48:44.291

If that's you if you're part of a group set of individuals, please reach out to us.

00:48:44.291 --> 00:48:52.391

We want to make you part of our sort of regular communications.

00:48:52.391 --> 00:49:03.941

And finally, in the past, we've had a budget that can be used to support the work of the Ib and

00:49:03.941 --> 00:49:11.591

One of the things that we've talked about trying to Do is create a conference that would bring and spark new ideas about public safety here on campus, probably looking at the spring for that.

00:49:11.591 --> 00:49:17.591

But if you have ideas or issues that you would like to see at the center of that, please let us know.