

University of California Berkeley

*Chancellor's Independent Advisory Board on Police Accountability  
and Community Safety*

# 2021-2022 Year-End Report

July 2022

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# Letter to Chancellor Christ and the Campus Community

Dear Chancellor Christ and members of the campus community,

It is an honor to present to you our 2021-2022 year-end report. We are proud of the work that has created it, including the contributions of our partners on and beyond campus. This report, our reflections, and our recommendations build on the world-making of generations before us. We hope that the Chancellor's Independent Advisory Board on Police Accountability and Community Safety (IAB) can facilitate UC Berkeley's progress toward liberation, community safety, and collective joy while reckoning with and repairing inheritances of domination, punishment, and violence that continue to shape our relationships, institutions, and lives. This work takes all of us, and we thank you for your commitment to date.

The IAB is charged with recommending ways to improve campus safety that draw on the skills and brilliance of our campus community and center the needs and expertise of our peers and colleagues who have been and continue to be unsafe due to structures of white supremacy.<sup>1</sup> Doing so will move us toward safety for *all*. The IAB is here to contribute to the construction of a campus in which everyone can flourish and live free from harm of all forms, including economic exploitation, environmental degradation, sexual violence, theft, assault, basic needs insecurity, and harassment. And in instances in which harm nonetheless occurs, we wish to support the healing of all involved, perpetrators and survivors alike, since everyone who causes harm has first experienced it. The IAB is guided by an unwavering belief that no person is disposable.

We cannot rely on professionalized violence, criminalization, and punishment, whether threatened or actualized, to create safety for some at the expense of others. We also know that in working toward safety, we must remember the humanity of everyone who has a relationship to campus. To that end, we hold no animosity toward our colleagues in the police department, though some have read our work and recommendations that way. We have heard our colleagues in the police department express genuine concern for this campus and its inhabitants. The IAB shares that concern and wishes for everyone to be free from cycles of harm and suffering. This includes those people who the university pays to deliver physical force—no person should have to embody such a job. With this context, it is the firm belief of the IAB that promoting genuine safety on campus for all requires us to be critical of the police department and to demand a reallocation of finite resources from the police department to other entities capable of supporting a holistic vision of campus safety.

Academic year 2021-2022 has not been without challenges. COVID-19, a campus lockdown, and inadequate resources for basic needs and disabled student services have impacted all of our experiences on and around campus. In the face of this adversity, many community members

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<sup>1</sup> Structures of white supremacy include racism, ableism, gender discrimination, transphobia, homophobia, colonialism, imperialism, and classism. The systems are entangled, co-constituting, and mutually reinforcing.

have labored heroically and often without recognition or compensation to provide mutual aid and peer support to one another. We thank you effusively.

We particularly wish to appreciate Russ Ballati, Isabel Nguyen, and Martha Chavez (the Chancellor's staff to the board). All three have been incredibly diligent, helpful, accountable, open-minded, and a pleasure to work with. May they receive all the professional rewards possible for their contributions to collective safety!

We look forward to continued dialogue and partnership at UC Berkeley, and we believe that UC Berkeley has the opportunity to lead discussions and practices in college campus safety. The IAB certainly doesn't have all the answers, and much of our collective work requires a steadfast commitment to experimentation, new practices, courage, humility, and relationships with one another. It is an honor, privilege, and delight to facilitate and witness everyone's work toward holistic safety on our campus.

In partnership,

The 2021-2022 IAB co-chairs

Lucy Andrews (graduate student)  
Jonathan Simon (professor)  
Peyton Provenzano (graduate student)

*On behalf of the 2021-2022 Chancellor's Independent Advisory Board on Police Accountability and Community Safety*

*To get in touch with the IAB, please direct correspondence to [iab@berkeley.edu](mailto:iab@berkeley.edu). If you would like to provide anonymous feedback on this report, please fill out [this form](#).*

## Executive Summary

This is the third annual report prepared by the Chancellor's Independent Advisory Board on Police Accountability and Community Safety (IAB). The inaugural report, published in summer 2020 amidst the national discussion on policing and racism amplified by the Minneapolis police officers' murder of George Floyd, embraced the broad call to reimagine public safety in ways that would truly respect the equal dignity of everyone in our communities. The founding board articulated an abolitionist orientation toward safety and offered twenty-six recommendations to improve police accountability and holistic campus safety, all but a very few of which were accepted by Chancellor Christ. The second report, officially issued by the 2021-2022 IAB as a record of 2020-2021 IAB's activity, was written solely by the student members of the IAB. Its incompleteness reflected the significant divisions that opened up that year, particularly between the IAB's faculty and student members. An important priority for this year's IAB was to reestablish strong working relationships among board members. To facilitate that, the IAB met mostly in executive session with only voting members and staff to the board present and worked with professional facilitators to build trust and confidence in our ability to respectfully listen to all board members and the broader campus community.

A second priority was to advise campus leaders tasked with implementing the recommendations endorsed by the first IAB, Chancellor Christ, and the University of California Office of the President's Community Safety Plan. The IAB supported the enactment of those actions aligned with the IAB's charge and tried to assure that the process reflected the needs and desires of all campus communities, especially groups traditionally excluded from campus decision-making and targeted by state violence (including policing, organized institutional abandonment, the criminal-legal system, and incarceration). The areas the IAB emphasized included the development of a new framework and structures for investigating and resolving complaints against UCPD, the development of a "tiered response" to campus safety in which sworn police officers would respond only to the most serious reports, and the expansion of University Health Service mental health professional staff available to address crises on and around campus without a militarized and criminalizing orientation.

In addition to the ongoing insecurities produced by the COVID-19 pandemic and its lingering impact on the jobs, families, health, basic needs, and educational opportunities of our community, the campus faced one of the most severe security responses in its history on April 21, 2022, when campus was locked down and people already on campus were instructed to stay in place for approximately four hours in response to what was reported as a "credible shooter threat" to the entire campus. While this year's IAB has not been given access to the information facing campus authorities on April 21 that would be necessary to evaluate the measures taken, we do address in this report the impact that those measures had on the campus community. We also believe, based on publicly reported information, that this incident is an example of the need

for more adequate basic needs support and mental health crisis care that could in future instances avoid the high costs and dangers created by the response taken.

This report reviews the status of the initial IAB's recommendations that the Chancellor endorsed, including their alignment (or lack thereof) with the abolitionist and anti-racist values expressed by those recommendations. Finally, this year's IAB offers fourteen additional recommendations, based on the years of collective experience in this work. Many of the new recommendations address what we see as a systemic problem of underfunding and understaffing the services that must be made far more robust if we are to fulfill the goals of 2020 to reduce our reliance on policing. This should include transferring funding from unfilled positions in policing to new staffing requirements in health care, basic needs, and related services.

# Background

## Charge and Vision

The Chancellor’s Independent Advisory Board on Police Accountability and Community Safety (IAB) is tasked with recommending to the Chancellor ways to improve campus safety, enhance police accountability, and make sure that all members of our campus community are heard and considered in building a safe and dignified campus for all its participants. The IAB is structurally independent from the University of California Police Department (UCPD) and is accountable to the greater campus community. The IAB recognizes that conventional approaches to policing and public safety on our campus often exclude or even actively harm the wellbeing of historically and currently marginalized communities, especially Black, Indigenous, Latinx/Chicanx, mixed race, trans, gender non-conforming, disabled, neurodivergent, undocumented, unhoused, and/or formerly incarcerated and system-impacted people.

We aim to carry out our charge by lowering barriers to the recognition of and communication with all members of our campus community; reframing ideas about public safety in ways that center the experiences of marginalized groups; making policing and public safety decisions at UC Berkeley more transparent; ensuring that the Chancellor is provided a holistic and comprehensive perspective on whether and how the campus has made progress in fulfilling these goals; and identifying where more effort, resources, relationships, and education are required.

## History

### *2019-2020 IAB*

The IAB was created during the 2019-2020 academic year after more than a decade of student organizing, particularly by the Black Student Union and the Associated Students of the University of California, supported by staff and faculty (e.g. the Academic Senate’s University Committee on Faculty Welfare).<sup>2</sup>

The IAB also arose in direct response to an event at the University Village playground in which UCPD officers detained two Black boys who were the children of UC Berkeley students. Investigation into the event concluded that the officers used force unnecessarily, failed to notify their supervisor of allegations of excessive force, detained one of the boys longer than permissible, did not seek relevant information about mental health conditions at play, made

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<sup>2</sup> See the 2018 University Committee on Faculty Welfare’s [2018 report](#).



disrespectful and racially discriminatory comments, and misleadingly asserted their authority. The event was traumatizing for the boys, their families, residents of University Village, and other campus community members and exemplified broader patterns in policing and state violence that impact Black people and other oppressed communities both at UC Berkeley and across the nation.

In response to these circumstances and prior community organizing, the Chancellor committed to an outside review of the University Village event<sup>3</sup> and established the IAB to analyze policing and safety conditions and programs on campus; listen to and collate the perspectives and expertise of campus community members, particularly those most impacted by policing and state violence; and recommend changes to policing and safety programs that improve safety and wellbeing for all.<sup>4</sup>

Professor Nikki Jones (African American Studies) and PhD candidate Rachel Roberson (Graduate School of Education) co-chaired the inaugural IAB. The IAB held its first meeting in September 2019 and published its [first year-end report](#) in June 2020. The report communicated the board's charge and underpinnings to the campus community and enumerated twenty-six recommendations for the Chancellor's office to review and respond to. The report also aligned the need for radical transformation at UC Berkeley with racial justice organizing happening during spring and summer 2020 after a Minneapolis police officer murdered George Floyd with the assistance of three of his police colleagues. The inaugural IAB report was distributed to the campus community in August with a form to solicit campus feedback.<sup>5</sup> After a period of public comment, the Chancellor's office [accepted all but a handful of the recommendations](#).

Although the work of the IAB co-chairs and members on issues of policing and safety began much earlier, the inaugural report was written during, and reflected on, the extraordinary wave of racial justice protests sparked by the murder of George Floyd a month prior that called for a reckoning with institutionalized racism in American society. The report noted that the national movement was aligned with demands that had been developing among students, staff, and community members at UC Berkeley for decades. These demands called for the university to confront the anti-Black legacies of policing and the ways in which UC Berkeley's heavy reliance on policing to manage a wide variety of public safety issues harms Black people and other people of color on and around campus.

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<sup>3</sup> See [this CalMessage](#), which requires CalNet login to view. This review delivered the findings presented in the previous paragraph.

<sup>4</sup> See [this CalMessage](#), which requires CalNet login to view.

<sup>5</sup> See [this CalMessage](#), which requires CalNet login to view.

## *2020-2021 IAB*

The 2020-2021 IAB operated during COVID-19 lockdown measures and campus closures, which impacted the ability of board members to work together effectively, meet the IAB's charge, supervise the implementation of previous recommendations, and offer new recommendations. A mid-year change in the faculty co-chair also hampered the board's work. As a result, the 2020-2021 IAB was unable to publish a year-end report generated and approved by all members. In September 2021, the student members of the IAB wrote and delivered [a report](#) to the Chancellor's office that detailed student perspectives, but because the report was not a consensus document endorsed by the full IAB, it was not circulated widely to the campus community. The 2020-2021 student report was published as a record of board events in the spirit of transparency but not as a list of endorsed recommendations.

Despite these obstacles, student co-chair Kerby Lynch and other student representatives connected community members who had survived police misconduct with resources for healing and support. These impacted community members were invited to IAB meetings to discuss their grievances and suggest improvements to the complaints process and resources offered to them. Additional guests at 2020-2021 IAB meetings included various community activists invited to share their expertise in community-led safety initiatives.

The student co-chair also participated as the lone student representative in the UC system-wide Presidential Task Force on policing. In this space, the student co-chair particularly focused on ensuring proposed amendments to campus policing were community-informed, culturally responsive, and sensitive to trauma.

The 2020-2021 IAB also hosted a public meeting in December 2020, planned predominantly by students. In preparation for the meeting, student representatives analyzed more than 450 survey responses gathered for community perspectives on the initial IAB report and presented findings to the campus community. The majority of survey responses supported most or all of the inaugural IAB's recommendations, with a majority of responses expressing support for disarming UCPD and half of responses calling for UCPD's abolition.

## *2021-2022*

In the spirit of transformative justice<sup>6</sup> and repair that the board hopes to inspire in the campus community, the 2021-2022 IAB focused first on healing board relationships after the challenges inherited from the 2020-2021 IAB before turning to its typical tasks. The IAB is not immune from racism, ableism, gender oppression, inequitable distributions of power, and white supremacy

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<sup>6</sup> More information on transformative justice, a paradigm of care and accountability that attends to harm without involving the criminal-legal system and the prison-industrial complex, can be found [here](#) at TransformHarm.org.

culture<sup>7</sup> that show up in other spaces on and off campus. Nonetheless, the IAB strives to be an anti-oppressive space, which this past fall required engaging with facilitators,<sup>8</sup> slowing down, getting to know each other, attending to harm, reflecting on our charge, and discerning the ways in which we should be accountable to the campus community.<sup>9</sup> We offer this information in order to be transparent and highlight that the work of liberation, which includes building interpersonal and psychological safety in our workplace, can necessitate that we step away from task lists and urgency to attend to process and relationships. In coming years, the IAB hopes to deepen this internal work to empower the board to more effectively serve the campus community.

During the second half of the 2021-2022 academic year, the IAB returned to monitoring the implementation of previous recommendations, meeting with campus stakeholders to discuss changes to policing on campus, engaging with safety-related initiatives and emergent circumstances on and around campus, and discussing new recommendations. The outcomes of our work are detailed in this report.

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<sup>7</sup> More information on white supremacy culture, particularly as it manifests in institutions, can be found [here](#) from Tema Okun and collaborators.

<sup>8</sup> The IAB worked with facilitators from [The Ahimsa Collective](#).

<sup>9</sup> More information on becoming an anti-oppressive organization can be found [here](#) from the Anti-Oppression Resource and Training Alliance (AORTA).

# Membership

The IAB is composed of voting members (including co-chairs), non-voting ex-officio members, and non-voting staff to the board. This year, meetings have typically been held with only voting members and staff to the board in attendance. Ex-officio members have been invited when their expertise is needed to facilitate the work of the board.

Ensuring that all board seats are filled and that voting members of the board remain engaged has proved challenging. IAB participation requires a significant commitment of time and labor (including emotional labor), which is a lot to ask of uncompensated and busy campus community members. The 2021-2022 IAB is proposing changes to board membership going forward that allow for rotating participation sponsored by key campus partners and constituencies. Future iterations of the IAB will have to continue to address the challenge of participation and sustained engagement.

### *Co-Chairs (Voting Members)*

Lucy Andrews	PhD candidate in Environmental Science, Policy, and Management; External Affairs Vice President of the Graduate Assembly
Peyton Provenzano	JD student and PhD candidate in Jurisprudence and Social Policy
Jonathan Simon	Lance Robbins Professor of Criminal Justice Law

### *Student Voting Members*

Xavier Durham	PhD candidate in Sociology
Amina Jones	Undergraduate student in African American Studies
Luke Stiles	Undergraduate student in Political Economy; Associated Students of the University of California Office of the President
Undergraduate	Vacant

### *Faculty Voting Members*

Jason Corburn	Professor of City and Regional Planning and Public Health
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### *Staff Voting Members*

Stephany Prince	Executive Director of the Fung Institute for Engineering Leadership
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Karen Nielson                      Director of the Disabled Students Program  
AFSCME Representative      Vacant

*Community Voting Members*

Victoria Robinson                American Cultures Program Director and Ethnic Studies Lecturer

*Staff to the Board*

Russ Ballati                        Senior Project Manager in Business Process Management  
Isabel Nguyen                    Senior Project Manager in Business Process Management  
Martha Chavez                    Chancellor's Associate Chief of Staff

*Ex-Officio Members*

Amy Lerman                        Professor of Public Policy and Political Science  
Billy Curtis                        Director of the Gender Equity Resource Center  
Marc Fisher                        Vice Chancellor of Administration  
Margo Bennett                    University of California Police Department Chief of Police  
Ruben Lizardo                    Director Local Government and Community Relations

# Grounding and Shared Understanding

## Definitions

The inaugural IAB report and recommendations aligned explicitly with visions of defunding and abolishing the police that were being articulated across the country following George Floyd's murder. Importantly, the report avoided the glib and lazy understandings of these terms that have since taken enduring hold in the media. To be clear, calls to abolish the police have been heralded by Black feminist scholars and organizers for generations. It is vital for us to recapture the breadth of the initial report and the calls for change expressed by campus community members and neighbors, including the University of California Academic Senate,<sup>10</sup> the University of California Berkeley Graduate Assembly (GA),<sup>11</sup> and the University of California American Federation of Teachers (UC-AFT).<sup>12</sup> These organizations and their members have demanded that the University of California reduce its reliance on policing; demilitarize and defund UCPD; invest resources in programs that promote safety without criminalization; and offer supportive services to communities harmed by policing and state violence.

According to Black feminist abolitionist lineages, the 2019-2020 IAB report, and subsequent work by the IAB, the language guiding our work can be understood as follows:

- *Abolition*: orientations and practices that aim to reduce the scale, scope, power, authority, and legitimacy of criminalizing institutions (including policing and prisons) while simultaneously building life-sustaining and compassionate systems that allow our communities to flourish. Drawing on the wisdom that Critical Resistance shares, “abolition is a broad strategy. An abolitionist vision means that we must build models today that can represent how we want to live in the future. It means developing practical strategies for taking small steps that move us toward making our dreams real and that lead us all to believe that things really could be different.”<sup>13</sup>
- *Defunding*: reallocating resources from UCPD in a way that reflects the campus's stated priorities and values, which should include how to best ensure safety for a diverse

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<sup>10</sup> In June 2020, the University of California Academic Senate released a [statement](#) calling for the defunding of campus police and redistribution of those resources to alternative modes of campus safety that avoid criminalization and improve campus community member wellbeing, the banning of police firearms, and the dissolution of agreements with non-UC law enforcement agencies.

<sup>11</sup> The University of California Berkeley Graduate Assembly passed a [resolution](#) endorsing the same demands as the University of California Academic Senate (listed in the previous footnote).

<sup>12</sup> In response to George Floyd's murder, UC-AFT released a [statement](#) urging members to press the University of California to demilitarize police.

<sup>13</sup> We are grateful to Critical Resistance for their [framing of abolition](#).

community and be pursued with broad imagination. Defunding acknowledges that financial budgeting reflects moral priorities.<sup>14</sup>

- *Community safety*: campus conditions in which:
  - Compassionate care and crisis intervention are available to all community members without risk of police involvement.
  - All campus community members are safe from arbitrary, unwarranted, unrestrained, and/or excessive acts of surveillance, bodily intrusion, and psychological harm or violence at the hands of law enforcement and other security actors on and near campus.
  - Campus representatives center the holistic wellness and inclusion of vulnerable campus communities (e.g. Black, Indigenous, Latinx/Chicanx, mixed race, trans, gender non-conforming, disabled, neurodivergent, undocumented, unhoused, and/or formerly incarcerated and system-impacted people) in their interactions.

In our definition of public safety, we also wish to elevate desires and actions to prevent crime and other forms of interpersonal harm in the first place. In instances in which community members nonetheless experience harm, we aim to robustly and lovingly support their material, emotional, physical, and relational healing and repair as an integral part of community safety.

We believe that no one is disposable, that harm begets harm (such that everyone who perpetuates harm has first experienced harm themselves), and that systems of criminalization (e.g. charging community members with crimes through the criminal-legal system, perhaps leading to incarceration) neither prevent crime nor offer healing. In fact, systems of criminalization are sources of trauma in and of themselves.<sup>15</sup> Therefore, we advocate for structures of accountability and repair that attend to the root causes of harm and see perpetrators as human beings in need of healing. In such a paradigm, consequences for causing harm can certainly be warranted to prevent future harm, but they are not meted out in order to punish. This is not the world we currently live in, so moving in that direction will require creativity; a willingness to experiment; and a commitment to compassion, humility, and collaboration.

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<sup>14</sup> Budget advocacy rooted in an understanding of budgets as moral documents has been advanced by groups like the [People's Budget LA Coalition](#) and [Californians United for a Responsible Budget](#).

<sup>15</sup> See: Raphael, Steven and Stoll, Michael. *Do Prisons Make Us Safer? The Benefits and Costs of the Prison Boom*. Russell Sage Foundation, 2009; Harding et al. "A natural experiment study of the effects of imprisonment on violence in the community." *Nature Human Behavior*, 2019; Cullen et al. "Prisons do not reduce recidivism: The high cost of ignoring science." *The Prison Journal*, 2011.

- *Police accountability and transparency*: a formal process of holding law enforcement accountable for harm, pursuant to the philosophy of community safety articulated above. We can also think of accountability as a practice in which law enforcement acknowledges the perspectives and complaints of community members and responds in a meaningful way. In each case, accountability centers the concerns and expectations of the public and holds law enforcement accountable to these concerns and expectations. Instead of privileging the paradigm of law enforcement (for example, by evaluating whether or not an action was “justified”), police accountability elevates and requires law enforcement officials to meet a set of community expectations and standards for behavior. Police transparency requires that the actions and decisions of law enforcement are reported accurately, clearly, and comprehensively through open data and open analysis that is available for regular public feedback.

## Historical and Modern Contexts

As we write during the summer of 2022, we continue to collectively endure uncertainty and illness associated with the COVID-19 pandemic. A real and alarming spike in gun violence across the United States has disrupted our Bay Area cities along with every other major city in the United States,<sup>16</sup> leading to a backlash against needed changes to policing and safety programs. In the opinions of some political leaders and media entities, discussions of abolition or defunding are inherently unreasonable, unrealistic, and somehow responsible for the alarming rise in some forms of crime.

We believe that these views are deeply biased and not aligned with available empirical evidence. Gun crimes, for example, have increased in medium-sized and large cities all over the nation, including in cities that have increased policing budgets, not primarily or mostly in cities that have adopted measures that could be called “abolitionist” or “defunding.”<sup>17</sup> The violence we have seen is rooted in systemic social problems and influenced by histories of racism, supremacy, and exploitation that have been exacerbated by the pandemic and are embedded in policing. More importantly, past experience and ongoing research reveal that our policing models handle violence poorly, underscoring more than ever the need to invest in programs that heal the root causes of violence and expand access to mental health care, housing, and food security.<sup>18</sup> While

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<sup>16</sup> See [this interview](#) with Dr. Sonali Rajan, Associate Professor of Health Education at Columbia University, on trends in gun violence and empirically validated strategies to reduce gun violence.

<sup>17</sup> See [research from The Brennan Center](#).

<sup>18</sup> Even criminologists who believe that police can be effective in preventing violence emphasize innovative practices being used only in a minority of departments. See: Thomas Abt. *Bleeding out: The devastating consequences of urban violence—and a bold new plan for peace in the streets*. Hachette UK, 2019; Sharkey, Patrick. *Uneasy peace: The great crime decline, the renewal of city life, and the next war on violence*. WW Norton & Company, 2018.



calls to defund the police in many cities have been met with pejorative challenges, no amount of politically opportunistic rhetoric can alter the reality, demonstrated so powerfully and awfully by recent gun violence tragedies in Buffalo, New York; Uvalde, Texas; Highland Park, Illinois; and other cities across the country, that **policing comes too late to prevent violence.**

The inadequacy of policing to attend to violence was illustrated on our campus on April 21, 2022, when warnings communicated via text and email instructed all campus community members to avoid campus and told those already on campus to stay in their buildings and away from windows and doors in response to what was reported as a “credible” shooter threat to campus. We will report on this event further in this report, but we do not plan to here or elsewhere review *ex post* the lockdown decision itself. Nonetheless, one conclusion that we can all draw with confidence, based on media reports of events leading up to the lockdown and the lockdown release that afternoon, is that the underlying problems driving the perceived threat could have been addressed and the entire event forestalled through mental health care, basic needs support, and the creation of a culture that quashes anti-Blackness and patterns of criminalization and alienation wherever they are found. With hindsight, public safety goals could have been achieved much more effectively and with much less damage to all involved if a more robust, compassionate mental health care response had been available.

Since the birth of the war on crime in the 1960s and 1970s, public safety threats have been defined narrowly to encompass those crimes and communities that the police themselves choose to focus on and confront.<sup>19</sup> Some threats to public safety, like those that come from relationship violence and gender domination, interpersonal hate violence, environmental degradation, housing and food insecurity, lack of mental health care, and wage theft and other forms of employment exploitation are largely left out of this concept. This narrow understanding of public safety has been reinforced on college campuses by federal mandated reporting requirements, like those of the Clery Act explained later in this report, that privilege predominantly police-identified crimes as the primary threats to public safety.

The inaugural IAB report and the Chancellor’s response were clear that efforts should be made to reduce our reliance on policing, coupled with work to ensure that any policing that remains breaks from patterns of “militarization” observed by sociologists and criminologists. Police militarization is the adoption of military-style weapons and tactics to accomplish policing objectives, a practice that arose as a product of the “war on crime.” The 2019-2020 IAB argued for the continued oversight and reduction of military-style weapons, technologies, and tactics in UCPD’s arsenal as essential to resist the deep impact that militarization has had on modern policing. This year’s board agrees, and we remain concerned about the role of military-style

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<sup>19</sup> Elizabeth Hinton, *From the War on Poverty to the War on Crime: The Making of Mass Incarceration in America*. Harvard University Press, 2017.

assault weapons—and indeed, any projectile weapons—in UCPD’s equipment inventory.<sup>20</sup> We are also concerned that UCPD is not yet in full compliance with AB481 which requires both disclosure and public hearings on militarized gear possessed by a police department and the use of force policies governing their use.

Surveillance, increasingly enhanced by digital and technological resources, has often been promoted to reduce reliance on heavier-handed policing, but the inaugural IAB report was clear that excessive surveillance is also part of the abuse that is policing, as experienced by its survivors. The IAB remains committed to reducing the violence of policing without increasing surveillance, which is too often a residual and unexamined strategy that perpetuates criminalization and bias rather than promotes public safety. Fortunately, a care-based approach can replace surveillance with relationship, mutuality, and community.

Lastly, we wish to note that many of the functions that police are currently tasked with could be much better managed by professionals in other fields. Unlike other civil servants, police are violence workers; they are empowered by the government and our legal structures to use lethal force at their own discretion. It is inappropriate, even dangerous, for people with such training and unilateral power to respond to things like plumbing failures, lockouts, parking issues, accidents, and overdoses. Law enforcement paradigms like “community policing” often suggest that police response to these challenges equips police to “police better” by increasing contact between police and the “community” (typically an ill-defined term). But we know that policing does not make us safer. Most nuisances and challenges do not require the threat or use of violence to resolve. Instead, when there are building issues like broken locks or leaky pipes, the best resource is a facilities staff member. When there is a parking issue, it is a parking and transportation employee. When there is an accident or an overdose, it is a medical professional. Therefore, part of the work of building true safety is recognizing how we can leverage existing civilian roles to promote our collective safety and reduce our reliance on the police in every capacity.

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<sup>20</sup> General information about UCPD’s equipment can be found [here](#). Included in UCPD’s arsenal are Colt M4 carbines (an assault rifle), Remington 700 bolt action rifles (often used by snipers), and Heckler & Koch MP5 carbines (a submachine gun). We hope to update this public-facing inventory with more detailed information in the next year.

## Relevant Laws, Contracts, and Programs

Any changes made to campus policing and safety programs must adhere to contemporary laws and labor regulations that govern policing and crime response generally in the United States and specifically on college campuses. Additionally, system-wide changes that the University of California Office of the President is dictating also influence work on policing and safety pursued at UC Berkeley.

### The Clery Act

The Clery Act is federal legislation passed in 1990 in response to the murder of Jeanne Clery in her residence hall at Lehigh University. Among other things, the Clery Act requires that all institutions of higher education that participate in federal financial aid programs must:

1. Publish an annual campus security report that provides crime statistics and policy statements related to policing, security, crime prevention, fire safety, and sexual offense responses. Statistics and policies must align with Clery crime definitions.<sup>21</sup>
2. Send timely warnings of crimes and other events that represent a safety threat to campus affiliates within a time frame that allows for campus community members to change their behavior to accommodate the information, if warranted. UC Berkeley aims to distribute Clery timely warnings within 40 minutes of a crime or other event that poses a safety threat, though specific messages and timing are dictated by the circumstances of any given event. Warnings are distributed via WarnMe/Everbridge as emails and text messages and must be sent for any threat to safety that occurs in Clery geography, which for UC Berkeley includes central campus, Clark Kerr campus, university-owned student housing, and People's Park. UCPD officers typically perform threat assessment and issue warnings.

The US Department of Education reviewed UC Berkeley's Clery compliance from 2009 to 2016. The Department found that campus misclassified a non-trivial portion of Clery crimes, compiled crime statistics incorrectly, did not issue timely warnings frequently or quickly enough, and did not complete its annual fire and security report in alignment with Clery standards. As a result, the Department of Education fined UC Berkeley \$2.35 million and placed the university under a two-year federal monitoring program. The final program review after the monitoring period was issued in 2019.<sup>22</sup>

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<sup>21</sup> UC Berkeley's 2021 Clery Annual Security and Fire Safety report can be found [here](#).

<sup>22</sup> More information about UC Berkeley's Clery compliance review and monitoring can be found [here](#).

The IAB has observed that Clery Act timely warnings have created fear and perceptions of lack of safety on campus that are out of step with actual patterns of crime. Sometimes, Clery messages related to protest actions threaten to curtail the expression of free speech. We wish that such messages were not so indiscriminately required, but because this is federal law, UC Berkeley is limited in its jurisdiction over the contours of its timely warning policies. Nonetheless, the Clery Office is working to improve the content of messages, and the IAB looks forward to partnering with Clery Office staff in coming years to minimize the fear that messages instill and provide helpful resources to community members. We wonder whether Clery messages can be reframed to actually serve our community, rather than inflame distress, alienation, and mistrust. At the very least, we ought to develop alternative information about the locations of insecurity in our campus community to better and more accurately inform us of the broader landscapes of risk we face.

## California Public Safety Officers Procedural Bill of Rights

The [California Public Safety Officers Procedural Bill of Rights \(POBR\)](#) is a section of California state code that governs investigations of police misconduct and provides considerable protections to sworn officers. POBR applies to any investigation that could lead to disciplinary action and markedly constrains accountability and transparency. Under POBR and recent laws (e.g. [SB 1421](#), [SB 16](#), [SB 2](#)), officer personnel records (including complaints and disciplinary histories) are fully confidential, except in circumstances in which an officer:

- Discharged a firearm at a person
- Committed sexual assault
- Used force resulting in great bodily injury or death
- Engaged in discriminatory behavior
- Resigned during an active investigation

Except in the aforementioned circumstances, officer records cannot be disclosed to the public or even to the complainant; neither entity can know the details of investigation or discipline imposed.

Furthermore, POBR limits who can conduct an investigation of police misconduct. Investigators must be:

- A member of law enforcement, or
- A private investigator licensed by the state of California, or
- A person employed exclusively and regularly by an employer in connection with the affairs of that employer, or

- An attorney

As a result, civilian members of a police complaint review board cannot conduct investigations.<sup>23</sup> However, they may be able to view anonymized investigation summaries for the purposes of recommending complaint outcomes to the Chief of Police or other police supervisor. UC Berkeley will be creating a civilian police complaint board that allows for as much civilian oversight as possible under POBR, though final decisions on discipline will rest with the Chief of Police due to POBR's strictures. UC Davis's Police Accountability Board (UCD PAB)<sup>24</sup> will serve as a model that UC Berkeley can adapt to this campus's needs, which we detail later in this report in our recommendations.

## Federated University Police Officers Association Contract

University of California police officers are unionized under the Federated University Police Officers Association (FUPOA). At the time of this report's writing, we believe that FUPOA and the University of California are in contract negotiations, as the [2017-2020 contract](#) was extended during COVID but expired in May 2022. The agreement covers standard workplace and employment conditions, including salary and benefit scales, grievance processes, discipline and dismissal, and uniforms. Any changes made to policing at UC Berkeley cannot violate the current FUPOA contract.

## University of California Community Safety Plan

The University of California Office of the President (UCOP) has issued a [community safety plan](#) (UCCSP) that requires all campuses to meet certain programmatic standards over the next few years. The plan arose from a virtual symposium during spring 2021. In the IAB's perspective, the symposium did not meaningfully allow for a diversity of voices, lived experiences, and expertises to fully participate and shape the plan. Students in particular were notably underrepresented, even though they are centrally impacted by campus policing and safety programs. This is not the first time that UCOP-imposed policies have been met with resistance from campus community members like the IAB. For example, in February 2021, UCOP, under President Michael Drake, increased UCPD's militarization with the creation of an intercampus tactical response team, analogous to a National Guard unit. The tactical response team is equipped with gas masks, riot armor, projectile weapons, chemical agents, and unspecified "specialized equipment for defeating protestor devices." Such police teams—or perhaps more accurately SWAT teams—have predominantly served to curtail freedom of expression on University of California

<sup>23</sup> For more information on POBR, see [this presentation](#) from University of California legal council.

<sup>24</sup> A presentation on the structure of UC Davis's Police Accountability Board is [here](#).

campuses, particularly when exercised by students. The Council of University of California Faculty Associations [resolutely opposed](#) the creation of this tactical response team.

The UCCSP allows campuses some latitude in interpreting how requirements are operationalized to meet the needs of each campus. Unfortunately, the UCCSP does not proffer adequate resources to campuses in supporting required changes. In this report, we will note where IAB recommendations align with and diverge from UCOP requirements.<sup>25</sup>

## FERPA and HIPAA

The [Family Educational Rights and Privacy Act \(FERPA\)](#) and the [Health Insurance Portability and Accountability Act \(HIPAA\)](#) limit the ability of university officials to disclose individual student educational and healthcare records, respectively. Therefore, in policing and safety-related circumstances that involve a student's educational and/or healthcare records, the University of California is bound to confidentiality. This protects student privacy but can be at odds with desires for transparency around challenges to safety, for example as happened on April 21, 2022 (which is discussed later in this report).

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<sup>25</sup> UC Berkeley's [fall 2021 report](#) to the Office of the President described progress achieved during the fall semester. The spring 2022 report is not available on the Office of the President's website at the time of this report's writing. Datasets published to date through the Office of the President initiative include [UCPD's budget and workforce, stops,](#) and [use of force](#).

# 2021-2022 Academic Year

## Policing- and Safety-Related Events

### *COVID-19*

The IAB's definition of community safety points out that in striving for widely accessible, encompassing safety, "campus representatives [must] center the holistic wellness and inclusion of vulnerable campus communities." Therefore, it is relevant for us to discuss the COVID-19 pandemic as it relates to our charge.

Early on in the pandemic, police messaging systems were used to communicate campus COVID-19 information and protocols.<sup>26</sup> The IAB considered this to be an inappropriate use of WarnMe/Everbridge (the campus communications system). Police should not be the enforcers of public health protocols. We contacted the Chancellor's Office about this issue and they assured us that UCPD email channels would no longer be used to disseminate public health information.

The COVID-19 pandemic that started during spring semester 2020 continued during the 2021-2022 academic year. COVID-19 has posed a persistent threat to holistic community safety by increasing rates of illness (including long COVID) and engendering social isolation. These impacts have been felt most acutely by disabled members<sup>27</sup> of UC Berkeley's community, particularly those who are immunocompromised and/or experience a mental illness or other health condition that is aggravated by a lack of social contact.

COVID-19 has also made classroom spaces and support services more difficult to access. Rising omicron variant case counts in January 2022 prompted fully remote instruction for the first two weeks of the spring semester. Though most classes offered an in-person option for the remainder of the semester, it was difficult to balance some faculty, staff, and students' desire to learn and work in-person with other faculty, staff, and students' concerns about COVID-19 transmission in the classroom and other indoor campus spaces. Many classrooms and offices

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<sup>26</sup> An example of such messaging [is here](#). While the public health information in the message is useful and should be available to all, it is inappropriate for UCPD to be distributing it instead of health care providers and related campus offices.

<sup>27</sup> When discussing disability in our report, we use identity-first language ("disabled person") instead of person-first language ("person with a disability"). In doing so, we follow the lead of disabled UC organizers who have been working for access and justice, including at UC Berkeley. For example, see the work of the [UC Access Now](#) coalition (particularly their [2020 UC Access Now Demandifesto](#)), the [Associated Students of the University of California Disabled Students Commission](#), and the [RadMad Disability Lab](#). Identity-first language is often used to convey membership in a cultural group and positive associations with disability. However, experiences of disability are not homogenous, and some people prefer to use person-first language or intermix identity-first and person-first language. It is the right of every disabled person/person with a disability to use the language that feels most true and comfortable for them. In using identity-first language, we in no way minimize or ignore the desires, opinions, and expertise of community members who use person-first language.

are poorly ventilated and not equipped for virtual or hybrid interaction, and many faculty and undergraduates and graduate student instructors (UGSIs/GSIs), though well-meaning, are not trained to effectively deliver hybrid instruction.

Furthermore, COVID-19 has exacerbated basic needs insecurities, which have been building at UC Berkeley for many years. Students, lecturers, adjunct faculty, and staff often have inadequate access to predictable, high-quality housing and food, which impacts their ability to be academically and professionally successful and is unacceptable in a society as well-resourced as ours. By [one estimate](#), 26.5% of undergraduate students and 21.1% of graduate students “lacked a safe, regular, and adequate nighttime place to stay and sleep” in October and November 2021, the highest rate of housing insecurity that has been observed at UC Berkeley and an acute worsening compared to housing security measurements collected earlier in the year.

The IAB does not pretend to have the expertise necessary to address the ongoing challenges posed by COVID-19. However, we do wish to highlight that any steps taken to improve community wellbeing and safety in response to the pandemic must center disability justice,<sup>28</sup> be designed in collaboration with disabled campus community members, and be transparent. Hybrid and remote instruction will continue to be necessary, whether in response to future developments in COVID-19, another disease, or environmental conditions (e.g. wildfire smoke), so allocating resources and expertise to expanding educational capacity and skills for hybrid and remote learning is warranted.

We also believe that in our current context of limited financial resources, it is appropriate to transfer funds from UCPD to basic needs programs, as basic needs insecurity has posed an existential threat to the educational success of at least 20% of students over the past academic year and is therefore one of our most pressing challenges in building community safety.

### *Events of April 21, 2022*

On Thursday April 21, 2022, campus community members received emergency warning messages telling them to stay away from campus or stay inside of their buildings and away from doors and windows. The first message, sent at 9:31am, indicated that “an emergency [had] occurred... campus-wide” and that “police activity [was on campus] and emergency personnel [were] responding.” This message initiated a campus-wide lockdown. A series of messages delivered throughout the rest of the day reiterated these statements without additional information, though the emergency was eventually referred to as a “credible threat.” The lockdown was lifted that afternoon and [classes resumed the next day](#).

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<sup>28</sup> For a primer on disability justice, see [this writing](#) from Sins Invalid.



Many campus community members understably sought out information during the lockdown via all available channels, including campus messages, media coverage, Twitter, Reddit, text message networks, personal correspondences, and email listservs. It was difficult to piece together a cohesive narrative at the time from these disparate, often conflicting sources of information. To inform our reporting, the IAB has worked over the past couple of months with our colleagues and collaborators across campus to piece together a timeline of events on that day and in the weeks leading up to it. To protect the confidentiality of those involved, particularly those deeply and negatively impacted by the event, we will not be offering a detailed timeline here, but we will share lessons that we learned by listening to many perspectives.

In engaging with our campus community about the events of April 21, we were reminded time and time again of the fear, distress, and trauma that the lockdown provoked. To reiterate: we will not be reviewing the decision to initiate a lockdown. However, with hindsight, it is clear that the person of concern was experiencing a crisis that could have been resolved weeks earlier when they sought resources and support through the existing, though insufficient, channels. The events of April 21 represent a failure and a critical lesson from which the university must learn. Additionally, we have reflected with our campus community on ways to communicate in live-time about emergencies that may arise in the future. We offer our recommendations later in this report.

### *Disability and Neurodiversity Services Crisis*

Holistic safety necessarily must center disability and neurodiversity, specifically the ways that these identities and experiences intersect with race, class, gender identity, gender expression, ethnicity, and other constructs. Disabled people are disproportionately the victims of police violence, incarceration, and surveillance, and police are often called upon to control disabled body/minds.

Matters of safety and disability are particularly relevant to our campus, since growing numbers of students at UC Berkeley have voluntarily registered themselves with the Disabled Students Program (DSP). Estimates from this past year suggest that 4,600 students are registered with DSP, with an additional 3,000-4,000 students identifying as disabled but not registered with DSP.<sup>29</sup> Disabled students belong at Berkeley and enrich our lives, classrooms, and research programs. We are fortunate to benefit from their contributions and lucky to be their colleagues.

However, disability-related services have not kept pace with the growth of our disabled student population, creating conditions in which basic classroom access is not ensured. Furthermore, few formal accommodations exist to enable graduate students to pursue research. As a result, many disabled students must endlessly self-advocate, delay their graduations, and survive a

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<sup>29</sup> See the Chancellor's Advisory Committee on Disability Access and Planning [2021 report](#).

demeaning and sometimes hostile environment to earn a UC Berkeley degree. Compounding matters, there are very few neurodivergent care professionals at University Health Services, a critical gap that must be immediately remedied. COVID-19 also is a mass-disabling event whose impact continues to evolve.<sup>30</sup>

UC Berkeley's lack of adequate disability and neurodiversity services came to a head this past year when students were forced to wait weeks, if not months, for letters of accommodation and struggled to arrange the medical appointments necessary to create disability documentation. Students organized [disability crisis guides](#), [town halls](#), and [proposals to change university culture and access conditions](#). Without student labor and organizing, many students would have left UC Berkeley, a discouraging situation at a university reputed as having played a pioneering role in the disability rights and justice movements. This cannot continue, and we will return to disability on campus in our recommendations.

### *Chief of Police Retirement*

UCPD Chief Margo Bennett's retirement was announced in October 2021.<sup>31</sup> During spring semester 2021, the Vice Chancellor of Administration's Office and Berkeley Executive Search distributed surveys asking for campus community input on the qualities and skills that the next Chief of Police should possess. Search leadership also convened a hiring committee that developed the job description and interviewed a dozen candidates who passed initial application and phone interview screens. Key campus stakeholders, including the IAB, then interviewed the five finalist candidates. At the time of this report's writing, finalist interviews have just concluded. At the time of this report's publishing, we anticipate that the next Chief of Police's name will be announced.

We hope that our incoming Chief of Police is committed to demilitarization, evolving new police accountability and investigations practices (described later), and the transition to unsworn, unarmed staff to respond to many public concerns in lieu of sworn, armed officers (described later). Furthermore, we hope that the incoming Chief allows for University Health Services's leadership on crisis response (a change from past police response to crisis).

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<sup>30</sup> Researchers at the [UCLA Disabilities and Computing Program](#) and at the [Center for American Progress](#) have written about this phenomenon.

<sup>31</sup> See [this CalMessage](#), which requires CalNet login to view.

## Changes to Policing and Safety

### *Recommendations Implementation to Date*

The IAB has been tasked with advising and reviewing the implementation of previous recommendations. The full text of the recommendations discussed below can be found in the [2019-2020 inaugural IAB report](#). A quick summary of the status of 2019-2020 recommendations can be found in Appendix B. We are also providing new recommendations, as per our charge, which are described below and summarized in Appendix A.

#### **A1. Create a team of mental health professionals to serve as first responders in wellness checks and mental health emergencies.**

Responsible entity: Vice Chancellor of Administration, University Health Services

Status: **in progress** and **acceptable**; **additional funding needed**

Events on campus and nationwide continue to demonstrate that police response to many forms of crisis, particularly when mental health challenges and/or substance use are present, often exacerbates rather than ameliorates the situation. Recognizing this, UC Berkeley is building the capacity to attend to most forms of mental health crisis with healthcare providers and peer counselors, rather than police officers. UC Berkeley's new mental health care paradigm is founded on three pillars:

- *Upstream prevention*: community development and early intervention to prevent crises from occurring in the first place. We envision this to include peer-run support groups and expanded care access and options that vary in intensity, structure, and time commitment to meet client needs and preferences without a one-size-fits-all model. Care options will be built through early co-design and co-production with campus stakeholders and community members. With culturally relevant, accessible, tailored care, most crises can be completely prevented and campus community members can live whole, empowered, connected lives.
- *Compassionate response*: compassionate, non-police response in mental health crises. When the program is fully operational, University Health Services will host a 24/7 mobile crisis response team consisting of a behavioral health clinician, a peer worker, and an emergency medical technician. The team will be dispatched via a unique phone number (not managed by UCPD) and will only involve police in specific circumstances (e.g. when a firearm is present).

- *Recovery infrastructure:* broader, more interconnected recovery care options and support services following a crisis. These services will empower people to recover and grow and reduce the likelihood of future crises. For example, post-crisis teams will follow up with individuals to ensure they are able to access the care they desire and have the materials conditions to be able to do so (e.g. housing, transportation). This pillar also envisions a campus crisis stabilization unit that would provide an alternative to carceral mental health facilities like John George Psychiatric Hospital, where many people in crisis are currently directed and which is frequently [overcrowded and dangerous](#).

UC Berkeley's administrative commitment to this program originated with the IAB and the Chancellor's Office, but these ideas are not new. Formal non-police crisis response exists in a handful of other cities, while many communities have informal non-police crisis response practices that exist outside of government and nonprofit structures. Over the past year, the mental health care and crisis response planning team heard from the [Anti Police-Terror Project's Mental Health First program](#) (AFTP MH First), the [City of Berkeley Mobile Crisis Team](#) (CRT), the [San Francisco Street Crisis Response Team](#) (SCRT), and the [White Bird Clinic Crisis Assistance Helping Out on the Street team](#) (CAHOOTS). Insight into models that have worked in other places—as well as how those models have fallen short or reinforced patterns of harm—has influenced the development of new mental health care programs at UC Berkeley.

During spring 2022, University Health Services (UHS) hired Amarjit (AJ) Kaur, LMFT, to manage the new programs, starting with crisis response. Prior to joining UC Berkeley, AJ worked in mental health counseling in Bay Area K-12 schools and in street crisis response in San Francisco. Alongside colleagues at UHS and in consultation with the IAB and administrative partners, AJ is initiating program co-design to involve the campus community in creating new mental health care and crisis response offerings. Much of the co-design will happen this fall and be an ongoing and iterative process.

AJ is currently working with colleagues and campus community members to name the programs, design job descriptions for all relevant positions, initiate hiring processes, develop uniforms, and draft program policies. We anticipate that the program will launch in limited capacity late in the fall semester. The initial launch will consist of a full three-person team—behavioral health professional, peer worker, and emergency medical technician—working 5 eight-hour shifts each week. The initial service territory will depend on the vehicle that is purchased but is likely to cover all of central campus. Eventually, the program is supposed to expand to provide 24/7 coverage over a greater service territory that includes housing and other areas where students are concentrated. However, for the program to be fully and successfully implemented, financial resources must be provided to cover all program expenses and invest in our community's safety and wellbeing.

*Recommendation 22-1: consult with University Health Services staff (with the leadership of Dr. Peter Cornish and AJ Kaur) to evaluate gaps in funding that need to be addressed for UC Berkeley's new care and crisis response models to fully succeed. Once funding gaps have been identified, provide the necessary funds to ensure program success and longevity, including the implementation of any improvements that are identified as the programs develop and are periodically evaluated. Funding will have to cover both one-time expenditures (e.g. psychiatric stabilization space construction, mobile crisis response vehicle) and recurring annual program costs (e.g. staff salaries).*

Non-police crisis response services very rarely involve the police in their work. For example, in 2019, CAHOOTS (Eugene, OR) responded to [more than 24,000 calls](#) and involved the police in only 250 of them (approximately 1%). We expect the same pattern to be true at UC Berkeley. For crisis response services to be used and useful, it is essential that those who provide services and/or are impacted by such services be involved in designing dispatch policies, particularly policies guiding the involvement of police and other legal actors, and related mental health services.

*Recommendation 22-2: work with crisis response team members and campus community members impacted by policing, mental health care services, and the criminal-legal system to design mobile crisis dispatch policies and mental health care services.*

To stay up to date on changes at University Health Services, please anticipate additional information from the IAB and UHS in campus messages and public meetings. UHS will also host a program website that is currently being designed.

## **A2. Demilitarize UCPD by conducting an audit of military-grade equipment, sharing that information publicly, and eliminating military-grade weapons and equipment.**

Responsible entity: UCPD, Vice Chancellor of Administration

Status: **in progress** and **not acceptable**; **additional work needed**

UCPD has posted a [list of weapons in its inventory](#), but there is no information about how many of each weapon UCPD has nor are there any descriptions of the technologies (e.g. surveillance systems) that UCPD has access to. In 2020, [public records requests](#) revealed that the UC Santa Cruz Police Department, working in communication with the University of California Berkeley Police Department, used California National Guard friendly force tracking technology and the Federal Bureau of Investigations Law Enforcement Enterprise Portal to control the first amendment protest actions of students, faculty, staff, and community members. UCPD's access to these technologies highlights the fact that mutual aid practices magnify the resources available to police departments with little oversight. Also, we believe

that fuller disclosure and approval from the “governing body” of the UCPD is required by [Assembly Bill 481](#), which was approved by the Governor on September 30, 2021 and to our knowledge hasn’t been addressed by UC Berkeley.

UCPD’s equipment inventory currently contains assault rifles and submachine guns, which the IAB considers military-grade technologies that must be eliminated to make progress toward demilitarization commitments.

*Recommendation 22-3: eliminate military-grade weapons and technologies from UCPD’s arsenal, eliminate mutual aid provisions that enable access to military-grade weapons and technologies owned by other policing and law enforcement entities, and publish equipment counts and justifications for any equipment and technology that remains.*

A3. Campus should partner with IAB and UCPD to inventory all UCPD tools and technologies and work with stakeholders to revise the UCPD procedure manual to delineate appropriate contexts to the presence of—not just the use of—these tools and technologies.

Responsible entity: UCPD, Vice Chancellor of Administration, IAB

Status: **in progress** and **unevaluated**; **additional work needed**

UCPD has published [lists of vehicles and the locations of monitoring equipment](#) (but not the nature of the monitoring equipment). UCPD and IAB have not yet engaged stakeholders to discuss the appropriate contexts for the presence and use of all tools and technologies. Published lists do not include equipment that is accessible via mutual aid.

A4. Campus should work with an on-campus data analysis partner (e.g the Possibility Lab, which was formerly the People Lab, in the Goldman School of Public Policy or the Berkeley Institute for Data Science) to collect and make available relevant and timely information regarding policing practices and outcomes on and near campus. Use the data to inform and direct non-law enforcement resources, not to increase surveillance and enforcement.

Responsible entity: IAB, Vice Chancellor of Administration, Chancellor’s Office

Status: **in progress** and **unevaluated**; **additional work needed**

The Possibility Lab has surveyed the campus community on its perceptions of law enforcement. Survey data have not yet been published. This recommendation appears to be moribund when it comes to the issue of actual transparency beyond the

poorly-contextualized statistics that the University of California Office of the President is publishing.<sup>32</sup>

Conscientious, campus community-based groundwork is needed to make progress toward this recommendation. The IAB and relevant campus entities (e.g. the Possibility Lab, the Clery Office, the Office for the Prevention of Harassment and Discrimination, the Chancellor's Office, and the office of the Vice Chancellor for Administration) have discussed the preliminary justification for a research program that:

- Defines “holistic community safety” more specifically than is discussed in the IAB’s charge and this report, ensuring that definitions are drawn from and accountable to the campus community
- Creates a program of measurement and objective setting to evaluate campus decisions about, resources allocated to, and program design and outcomes pertaining to safety and policing, using the aforementioned definitions
- Empowers students to pursue careers in safety, research, facilitation, and community care (e.g. through funded research positions)

These conversations have identified the utility of such an effort and drafted an initial research program structure but not yet refined or funded it. The IAB looks forward to partnering with campus colleagues with lived, academic, and professional expertise to advance this recommendation.

*Recommendation 22-4: fund two graduate student researcher (GSR) positions to manage a co-produced research program that crowdsources definitions of holistic campus safety, collaboratively identifies ways to measure (quantitatively and qualitatively) experiences of safety on and around campus, and evaluates campus safety programs’ impacts to inform iterative design.*

*The GSR positions should be housed in the American Cultures Center, the Possibility Lab, or a similar institute and work closely with their counterparts in University Health Services who are doing mental health care evaluation. This research program should be guided by an advisory committee composed of representatives from groups like the IAB, student government and organizations, academic departments with subject area expertise, administration, and student services (particularly entities like The Centers for Educational Justice and Community Engagement (CEJCE) and the Educational Opportunity Program who serve people who are often unsafe due to state and carceral violence).*

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<sup>32</sup> See the section in this report titled “University of California Community Safety Plan” under the heading “Relevant Laws, Contracts, and Programs.”

A5. Review current police-led safety training curricula to understand the content and delivery of training. Train UCPD officers to deliver trainings with humility, empathy, and compassion. Work with affinity-based organizations to create safety training curricula that center the needs of those individuals, especially with respect to belonging and wellness.

Responsible entity: IAB

Status: **in progress/partially canceled** and **unevaluated**; **additional work to be determined**

UCPD lists [available trainings on its website](#). Typically, officers from the Crime Prevention Unit deliver trainings. UCPD also lists [“time, place, and manner” protest information online](#).

This year, the IAB has not focused on this recommendation. We believe in public education as helpful to prevent some forms of harm and crime (noting that not all harms are criminal and not all crimes are harmful), but we do not think that officers are the best people to deliver safety training.<sup>33</sup>

Safety training can come from many different places and appear in many different forms. Training staff, instructors, and administrators on disability justice and universal design for learning is safety training. Widely disseminating the new mobile crisis response dispatch number is safety training. Installing signs reminding people to lock their bikes and scooters is safety training. Educating people on their workplace rights and grievance processes is safety training. The IAB supports all of these activities and more, but we have not had the capacity to inventory or comment on them. We encourage all campus funders (e.g. CACSSF, Student Affairs) to empower communities with the financial resources necessary to conduct peer and self-education.

B1. Work with the community to co-construct a community engagement strategy reflecting the concepts and theoretical framework of the original IAB report and shaped in continual discussion with the community.

Responsible entity: IAB

Status: **in progress** and **partially acceptable**; **additional work needed**

Over the past year, the IAB held two public meetings: the first on Wednesday, December 8, 2021 and the second on Wednesday, April 27, 2022. The [first meeting presented ongoing changes to policing and safety programs](#) before taking public comment. The second meeting

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<sup>33</sup> This is especially true with past trainings having been [delivered harmfully and offensively](#).



discussed the events of April 21, 2022 and offered community members [the chance to share](#) their experiences of the day and their suggestions for future emergency communications.

The IAB has also met one-on-one with students, staff, and offices throughout the year to collect their input and advocate for their needs in policing- and safety-related decisions. The IAB has particularly focused on being accountable to communities often harmed by policing, state, economic, and interpersonal violence. For the purposes of confidentiality, we will not list those meetings here. That said, public comment, discussion, and one-on-one meetings have informed the perspectives and recommendations offered in this report.

However, our engagement with colleagues and community members (both professionally affiliated with and unaffiliated with campus) over the past year does not represent a complete, co-created community engagement strategy. The IAB hopes to recommit to this recommendation during the next academic year, starting with an early-semester public meeting and other engagement strategies (surveys, office hours) to collect community input about how people would like to work with the IAB and the topics and circumstances that should receive highest priorities. The IAB is also considering a public lecture series that brings experts (especially practitioners) to campus to discuss innovative approaches to safety and collective wellbeing, especially on college campuses.

**B2. Invest in satellite services for community members that are accessible at the nearest UC campus (e.g. Fannie Lou Hamer Black Resource Center, PATH to Care, Student Advocate's Office, CEJCE, Basic Needs Center).**

Responsible entity: IAB, Chancellor's Office, Vice Chancellor for Administration

Status: **not started** and **not acceptable**; **additional work and resources needed**

This recommendation, tasked to the IAB itself, called for IAB to create opportunities for community members to express their concerns and experiences to IAB and access support and care through existing centers. The IAB has not initiated this work, and it should be a priority for the incoming IAB to create and implement a plan for progress on this recommendation. We are also aware that to date, most digital venues for interacting with IAB have required CalNet login, so we suggest that next year's IAB create pathways for engagement with non-UC affiliates that are embedded in venues that are already effectively utilized. That said, we have concerns about board capacity as an entity composed entirely of volunteers that has struggled to maintain participation.

This recommendation may ultimately require additional staff, as the IAB itself cannot provide most support services. The IAB should work with the Chancellor's Office and the Vice

Chancellor for Administration's office to understand gaps in support services and the funding required to fill them.

**B3. Partner with campus units to host on-campus satellite office hours at sites where impacted community members are already present (e.g. Fannie Lou Hamer Black Resource Center, PATH to Care, Student Advocate's Office, CEJCE, Basic Needs Center).**

Responsible entity: IAB

Status: **not started** and **not acceptable**; **additional work needed**

The IAB has informally engaged colleagues and affinity spaces to hear concerns and receive suggestions but has not formalized an office hours program. We suggest that next year's IAB do this, though we have concerns about board capacity as an entity composed entirely of volunteers that has struggled to maintain participation.

**B4. UCPD should be encouraged to consult with and accept input from the IAB and/or IAB leadership before publicly announcing campus safety and policing plans.**

Responsible entity: UCPD, Vice Chancellor for Administration

Status: **not started** and **not acceptable**; **additional work needed**

Over the past year, there has been no proactive communication from UCPD to IAB regarding changes or soliciting input. IAB typically finds out about changes to safety and policing that UCPD is spearheading from campus messages or via our own personal networks and has struggled to receive information in writing from UCPD. We would appreciate quarterly updates in writing and will work with our colleagues to establish this practice.

**B5. The Chancellor's Office and the IAB should engage with campus partners and decision-making bodies to develop the necessary partnerships to execute the board's charge. This includes establishing MOU agreements, conducting informal presentations, establishing a web presence, and providing general education about the board's work.**

Responsible entity: Chancellor's Office, IAB

Status: **in progress** and **partially acceptable**; **additional work needed**

The IAB has established effective working relationships with the Chancellor's Office, University Health Services, the Office for the Prevention of Harassment and Discrimination, and the Vice Chancellor of Administration's office. This is due in large part to the commitment of staff to the board, particularly Russ Ballati (Business Process Management Office) and Martha Chavez (Chancellor's Office).

The IAB would like to identify additional partners and decision makers to collaborate with, particularly the faculty Academic Senate and staff groups. The IAB has also requested but struggled to receive data from UCPD, which suggests a formalized MOU may be needed.

#### **B6. The Chancellor's designee should provide a budget to support the work of the IAB.**

Responsible entity: Vice Chancellor of Administration

Status: **complete** and **acceptable**; **no additional work needed**

The Vice Chancellor of Administration has provided the IAB with an accessible annual budget of \$30,000 to support the IAB's work. This budget has been renewed for the upcoming year. The IAB hopes to use some of this budget on a public lecture series to educate ourselves and the campus community on measures that improve holistic safety and wellbeing for all, particularly through the lens of equity, justice, and non-carceral programming.

#### **B7. Campus should establish a Community Excellence Award for Innovations in Campus Safety.**

Responsible entity: IAB

Status: **not started** and **unevaluated**; **additional work needed**

This has not been a priority for the IAB given capacity limitations. The IAB suggests that this be prioritized once many of the changes and programs underway have been implemented and enough time has passed to understand their initial impacts on community safety. If this recommendation is to be pursued, additional IAB staffing to support the award process should be provided.

B8. The Chancellor Office and the IAB should provide a community response period before accepting a finalized annual report from the IAB.

Responsible entity: Chancellor's Office, IAB

Status: **in progress** and **acceptable**; **additional work needed**

The initial IAB report was distributed to the campus community for feedback before the Chancellor's Office responded to IAB recommendations and the IAB finalized the report. The public feedback survey accompanying the report collected approximately 500 responses; however, the formatting of the survey made it difficult to aggregate responses into a picture of campus sentiment, and the IAB struggled to incorporate the hundreds of narrative text-field suggestions received in its revisions and subsequent work. Nonetheless, the IAB appreciates the campus's input and looks forward to future input.

*Recommendation 22-5: the Chancellor's Office should work with the IAB to create a public feedback process for the annual report that collects input in a readily usable format, particularly to guide the board's work the following year.*

C1. Campus should establish a "know your rights orientation" for the campus community that is organized by an entity other than UCPD. The orientation could be similar to the UndocuAlly training program that emphasizes community empowerment and access to legal information.

Responsible entity: IAB

Status: **not started** and **unevaluated**; **additional work needed**

The IAB has not focused on this recommendation due to capacity limitations. We suggest that the incoming IAB work with the Law School and Legal Studies Department to design and offer such a training. However, additional funding may be necessary to design and deliver the training with paid trainers.

C2. UCPD's Community Engagement Unit should engage with the IAB in the development of its "Community Academy," which aims to educate community members about the internal operations of UCPD. The Gender Equity Resource Center should receive additional funding to include how to stay safe during encounters with the police in its Rape Aggression Defense trainings.

Responsible entity: UCPD, IAB, Division of Equity and Inclusion

Status: **canceled**

The IAB does not think that a Community Academy will be useful to UC Berkeley's campus, nor is there capacity to create such a thing. The IAB is happy to educate the campus community about the history and current contexts of policing at UC Berkeley via reports, public meetings, invited presentations, and lectures. Additionally, [UCPD's](#) website offers information about the police department's policies and operations.

The IAB supports allocating additional funds to the Gender Equity Resource Center to develop and incorporate curriculum on staying safe during police encounters.

**C3. Review and provide suggested amendments to MOUs with police agencies serving jurisdictions overlapping with or adjacent to campus (e.g. Berkeley Police Department, Albany Police Department, California Highway Patrol).**

Responsible entity: IAB

Status: **not started** and **unevaluated**; **additional work needed**

The IAB has not had the capacity to engage this recommendation this year. MOUs with the [City of Berkeley](#) and the [City of Albany](#) are posted on UCPD's website. We suggest that the incoming IAB take up this recommendation during the next academic year with a focus on reducing the scope of policing on campus, which includes neighboring police agencies.

**C4. Develop and provide safety orientations for temporary visiting affiliates (e.g. visitors/guests, conference attendees, students and scholars visiting through exchange and summer programs). The orientations should emphasize social and personal responsibilities for safety at Berkeley (e.g. locking doors, not leaving laptops unattended) and introduce the history of racialized policing in the United States and its varying modern-day impacts, namely for Black members of the campus community.**

Responsible entity: unclear

Status: **not started** and **unevaluated**; **additional work needed**

The IAB has not had the capacity to engage this recommendation this year. It is unclear who is to create and deliver this training, with what resources, and in what venues or capacities.

We suggest that if this recommendation is pursued in the future, the training is delivered by a non-UCPD entity and focuses on ways to prevent crime and harm and how to resolve concerns in ways that do not involve the police (e.g. by using UHS's new mobile crisis unit or calling Facilities Services).

**C5. Campus should strengthen investments in and outreach to the unhoused population in areas near campus. Campus should shift from a focus on policing problematic persons or populations and invest in providing referrals and access to resources or making positive interventions in instances of conflict.**

Responsible entity: Vice Chancellor of Administration, UCPD, Government and Community Relations, IAB

Status: **in progress** and **unevaluated**; **additional work needed**

The IAB has not been recently involved in discussions about the campus's relationship to Berkeley's unhoused community. During the 2020-2021 board year, the IAB attempted to investigate the relationships between UCPD and unhoused community members but was informed by campus representatives and university officials that very few issues existed, contrary to reports from unhoused community members. This presented an impasse in conversation that could not be remedied with existing IAB resources and capacity.

UC Berkeley has [contributed funds](#) to house and provide supportive services to former residents of People's Park as the campus anticipates dormitory construction on the site.<sup>34</sup> Though the IAB has not had the capacity to independently evaluate the congruence of UC Berkeley and the City of Berkeley's assertions and the daily realities of unhoused community members, we are concerned that what is reported in the media and press releases may not be what is actually happening.

Furthermore, we wonder whether the effort to relocate People's Park residents was undertaken during the summer months so as to avoid student activism around the issue. People's Park has a long history on this campus that began with student activism, and student activism should be welcomed as a vital contribution to campus dialogue.

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<sup>34</sup> This report was written during July 2022, prior to acute situation in People's Park during and after August 2022. On August 3, when UC Berkeley attempted to begin formal student housing development by fencing the park, removing remaining park occupants, bringing in construction equipment, and cutting down trees, a coalition of protestors engaged in various forms of direct action to halt university actions. A court issued an injunction delaying any university actions in the park until October 2022 or later. The circumstances of policing, safety, and protest at People's Park will be addressed by the 2022-2023 IAB.

This past spring, IAB co-chairs did enquire as to Berkeley Police Department's policies regarding the Rodeway Inn, where housing is being provided to former residents of People's Park. Campus spokespeople informed the IAB that at that time there were no provisions in place regarding Berkeley Police Department's activities around the Rodeway Inn.

The IAB has concerns about campus and board capacity when it comes to this recommendation. Campus currently has only one social worker performing homeless outreach and case management. Additional social workers may be useful, but that possibility will require more consideration. Furthermore, having the IAB engage with police regarding the treatment of unhoused community members would require sustained labor directed toward oversight and independent outreach to unhoused community members. To be clear, we are not advocating for the university to use police as the primary means of outreach to the unhoused population in and around campus. Rather, we are recommending that the University support the work of existing student-led organizations, which themselves largely follow the leadership of community-led grassroots organizations. It is the obligation of the University to engage substantively and compassionately with the unhoused population to identify what their needs are and ensure that those needs are being met.

Also, it is often forgotten that many unhoused members of our community are actually students. As mentioned previously, more than a quarter of students experienced housing insecurity during fall semester 2021 alone. Therefore, a bigger, integrated, statewide strategy that promotes tuition and housing affordability and basic needs support is required. Graduate student salaries also need to be increased to relieve rent burden (spending more than 30% of one's income on housing), which is a system-wide issue and will likely require additional funding from state and federal sources. All of this is far above the IAB's paygrade (recognizing that the majority of IAB members are volunteers!), but the IAB nonetheless wishes to remind administrators and other report readers that housing insecurity is an existential threat to UC Berkeley's mission.

**C6. Campus should establish an emergency legal fund to assist students in addressing violations of civil liberties that is similar to the University of California Office of the President and the State of California initiative to provide immigrant level services.**

Responsible entity: Chancellor's Office

Status: **in progress** and **not acceptable**; **additional work needed**

This recommendation was for a dedicated fund to help people affected by potential police misconduct while they obtain legal advice and seek assistance. The Chancellor's Office deems that this recommendation has been satisfied by the existence of [Student Legal](#)

[Services](#). It seems unlikely that the inaugural IAB report would have recommended the duplication of an existing service at UC Berkeley; that said, it is unclear that Student Legal Services can adequately address questions of police misconduct, as law related to policing is a specific and complex area of practice.

The [UC Immigrant Legal Services Center](#) referenced in this recommendation can directly represent students in legal proceedings. UC Berkeley Student Legal Services does not provide any representation. Additionally, representation through a UC Berkeley office might present a conflict of interest, such that retaining external counsel to represent students in police misconduct proceedings might be more appropriate.

Furthermore, Student Legal Services does not appear to provide funds to address any financial insecurity arising from interactions with police (e.g. a need to access trauma care or move from university-owned housing patrolled by UCPD).

The incoming IAB should meet with the Chancellor's Office to discuss our mutual interpretations of this recommendation.

#### D1. Relocate UCPD from Sproul Plaza.

Responsible entity: Vice Chancellor for Administration

Status: **in progress** and **unevaluated**; **additional work needed**

During the summer of 2020, representatives of the IAB met with the Chancellor's Office to discuss plans to relocate UCPD from Sproul Hall. In these conversations, it was clear that the university had misunderstood the UC-wide "Cops Off Campus" campaign. Interpreting the abolitionist demand literally, the Chancellor's Office looked into how much it would cost to retrofit an existing building on campus or construct an entirely new building to house UCPD and its vehicles and equipment. The costs were at minimum \$10 million, with a multi-year timeline for implementation. In the interim, the Chancellor's Office proposed the construction of a \$1 million secure garage facility to conceal parked police cars. The garage facility would have been located behind Sproul, where the cars are currently parked.

IAB representatives rejected these proposals, as constructing a secure garage facility would have made the central location of police cars on campus more permanent. It would also have been more intimidating and imposing, both visually and structurally, than having the cars parked in plain view. We appreciate that the Chancellor's Office heeded our input and did not pursue any of these options.



The Vice Chancellor for Administration's office is now identifying and costing out other options for relocating UCPD, particularly locating command vehicles in a less intimidating location. Relocating UCPD will likely require years and millions of dollars, and the IAB is conflicted about the utility of such an effort. We suspect that funds could be better spent elsewhere, though we remain concerned with the ambiance of militarization and surveillance created by UCPD's presence near Sproul Plaza and its impacts on members of our campus community. Most concerningly, UCPD's offices and vehicles are located right outside of the Fannie Lou Hamer Black Resource Center and only one block from spaces like the Multicultural Community Center, the Gender Equity Resource Center, and the Berkeley Underground Scholars office.

We suggest to the incoming IAB that this be an area of public engagement during the 2022-2023 academic year to determine the best path forward. The IAB should also take a closer look at UCPD's automotive equipment and evaluate how it could become less militarized.

**D2. Campus should continue to identify opportunities to move responsibilities currently housed in the police department to other campus units, beginning with emergency management, Live Scan fingerprinting, access to buildings, and compliance with the Clery Act.**

Responsible entity: Chancellor's Office, Vice Chancellor for Administration

Status: **completed** and **acceptable**; **additional work needed**

Over the past year, emergency management, fingerprinting, security cameras, security alarms, locks keys, electronic access to buildings, and Clery Act reporting and compliance have been moved out of the police department.

- Office of Emergency Management: now a standalone office reporting to the Vice Chancellor of Administration
- Fingerprinting: Berkeley has partnered with a third-party service, Biometrics4All, to offer fingerprinting at multiple locations in Berkeley, throughout California, and across the country. Berkeley Regional Services oversees the vendor<sup>35</sup>
- Security alarms, locks, keys, and electronic building access: now in Facilities Services

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<sup>35</sup> The Federated University Police Officers Association, the union representing UCPD, is contesting this in bargaining, such that the future location of fingerprinting services hinges on bargaining outcomes.

- Security cameras: now in Information Technology
- Clery Office: now in Civil Rights and Whistleblower Office within the Chancellor's Office compliance unit

Building access for community members locked out of buildings was shifted from UCPD to Facilities Services but has been returned to UCPD. Facilities Services did not have adequate staff coverage and academic departmental leadership were disgruntled by the transition, to IAB's disappointment. In the future, building lock-out services will be performed by a new staff at UCPD who will be unarmed and unsworn. The timeline for transitioning lock-out service from sworn officers to this new staff position is not yet determined.

This situation has underscored the hidden budgetary sources of a highly policed campus. The unsuccessful effort to move lock-out services away from police was a reminder that the work of necessary change cannot be unfunded. When that unfunded mandate was imposed on units, the police suddenly became a much-missed social service. Stretching a police force to accomplish basic social services is unfair and dangerous. A more honest appraisal of the non-police staff needed to maintain an efficient and civilized campus will need to be part of reshaping campus safety.

We recommend that the incoming IAB partner with relevant campus entities to continue to inventory the conditions of safety on campus and determine who is best to steward those conditions, since we culturally default to police but police are not best equipped to serve all safety functions.

**D3. People and Culture should work with campus leadership and key stakeholders to establish a professional conduct protocol that is used to preserve the dignity, health and wellbeing, and psychological safety of protected classes and community members when engaging with UCPD; reduce experiences of racial profiling; and strength campus responses to wellbeing and mental health crises among member of the campus community (faculty, employees, and staff). These standards should be in place for as long as UCPD exists on campus.**

Responsible entity: People and Culture, Vice Chancellor for Administration

Status: **in progress** and **unevaluated**; **additional work needed**

UCPD has a code of officer ethics and an [annual officer evaluation form](#) that is intended to provide officers with feedback relevant to this recommendation. UCPD is also contracting with [SpidrTech](#) to collect feedback from crime victims/survivors and reporting parties on their interactions with police.

However, the IAB is not sure that these actions fully meet the spirit of this recommendation. There do not appear to be codified ways to collect feedback from people who UCPD proactively engages or detains. Additionally, this recommendation seems broader—that all campus community members receive appropriate, compassionate responses when they are in crisis. The events of April 21, 2022 suggest that this recommendation is not being met, as a member of our campus community who was in active mental health crisis was ultimately detained in Santa Rita Jail, where a [class action lawsuit](#) was just settled and a [federal consent decree enacted](#) due to [Americans with Disabilities Act violations](#) and frequent deaths among incarcerated people, particularly those with mental illnesses (and these [deaths continue](#)). Our colleague remains in Santa Rita Jail, in part due to campus administration's wishes; to our knowledge, senior leadership have not advocated for their wellbeing.

We are not sure what additional steps will be necessary to fulfill this recommendation, as it is broad. We look forward to future discussions with stakeholders and decision makers about the path forward here.

**D4. Campus leaders should develop a set of best practices for increasing transparency and involvement of community members in UCPD hiring processes.**

Responsible entity: People and Culture, Vice Chancellor for Administration

Status: **completed** and **acceptable**; **no additional work needed**

UCPD has a [community panel](#) used for interviews for which campus community members can volunteer. Berkeley Executive Search was proactive in involving campus community members in the UCPD Chief of Police search and interview process conducted during the spring and summer of 2022. University Health Services is actively co-designing mental health care roles and hiring processes with campus community members. These actions satisfy this requirement.

**D5. Campus leaders should develop and implement best practices for increasing transparency and involvement of community members in decisions around policing practices, adopting new technologies, etc.**

Responsible entity: Vice Chancellor for Administration, IAB, UCPD

Status: **not started** and **unevaluated**; **additional work needed**

Very few opportunities for campus community involvement in decisions about policing policies and technologies exist. Even the IAB has struggled to be a part of these decisions, as the IAB is rarely proactively informed of decisions that are being made and can therefore not effectively provide avenues for public input. For example, the IAB was not informed that UCPD was contracting with SpidrTech for feedback services, has not been informed of the result of external review (via CRI-TAC), and was not informed of the transition of lock-out services back to UCPD after their initial relocation to Facilities Services.

Remedying this can be a focus of next year's board, first by creating memoranda of understanding with the Vice Chancellor of Administration's office and UCPD to identify when IAB should be informed of proposed changes (not finalized changes). Then, IAB can create practices and venues for involving community members in feedback and providing transparency.

**E1. Campus should appoint an IAB member to serve as an interim member of the campus's task force on COVID response.**

Responsible entity: Vice Chancellor for Administration, Chancellor

Status: **not started** and **not acceptable**; **no additional work needed**

To our knowledge, this did not happen in the spirit of the recommendation. 2019-2020 and 2020-2021 staff to the board Dr. Mia Settles-Tidwell participated briefly in the Student Engagement subcommittee of the task force, but her appointment didn't persist beyond summer 2020 and no additional IAB involvement occurred beyond that.

We recommend the appointment of an IAB member to relevant advising and decision-making bodies in similar future circumstances, including during resurgence of COVID-19 or the occurrence of a similar pandemic, earthquakes, fires, and mass protest and civic mobilization.

**E2. Campus should ensure that UCPD is not primarily responsible for COVID-19 compliance by hiring a team of civilian community ambassadors to encourage compliance, ensuring diversity in hiring and support for affinity groups as an important part of COVID-19 response.**

Responsible entity: Chancellor's Office, University Health Services, Vice Chancellor for Administration

Status: **completed** and **acceptable; no additional work needed**

University Health Services and Student Affairs led most of campus's health- and transmission-related policies and messaging on COVID-19. The campus response focused on education, signage, and [norm creation](#). Initial messages about pandemic status were delivered with UCPD's email logo, but after IAB pointed this out, notification imagery and senders changed immediately.

All of this said, members of our campus community were still impacted by the intersection of policing and COVID-19. For example, during the 2021-2022 school year, a staff member called the police on a graduate student for lowering their mask to eat, with racial bias at play in the interaction. Clearly additional education is needed on the racialized history of policing (including the ways in which white people and others occupying privileged racial identities use police to maintain systems of racial supremacy) and more appropriate sources of support for concerns.

### *Other Policing and Safety Changes*

#### **New Unsworn, Unarmed Job Classification**

Campus is creating a new job classification to reduce its reliance on armed, sworn officers in providing services to campus community members. New unsworn, unarmed staff positions will be created and filled to perform tasking including but not limited to:

- Respond to calls related to non-emergency circumstances or asking for general assistance (e.g. building lock-outs, dead car batteries; this does not pertain to calls for crisis assistance best routed to the crisis team housed in University Health Services)
- Direct traffic
- Prepare reports
- Interview witnesses to and survivors of crimes
- Provide directions to campus community members and visitors or otherwise connect people to resources and information

Though the uniform is still being finalized, this staff position will be clearly differentiated from police officers and wear less formal attire. The final job description is under review at the time of

this report's writing, with this job classification expected to debut during the 2022-2023 academic year.

Currently, this job classification will be housed in the police department. The IAB hopes that with time, the job could be housed elsewhere to reflect that the services provided are not meant to be policing services, but rather public services, and their association with the police department makes them implicitly policing-oriented.

Additionally, this approach to staffing is commonly being referred to as "tiered response." Typically, a tiered response program is structured with police as the first tier. The IAB believes this is contrary to our hopes at UC Berkeley, since non-police crisis responders, this new unarmed and unsworn job, and other members of our campus community (including our colleagues and neighbors!) should be our first response to safety concerns.

*Recommendation 22-6: change the language referring to the array of new safety and security staff positions away from "tiered response," as police officers are often implicitly the first tier in such a paradigm. We suggest language like "appropriate," "best," and "suitable" as useful for starting conversation, though admittedly none of these rolls of the tongue. Consider ways in the future for "best responders" who are not police to be housed in departments outside of UCPD.*

## Redesigned and Relocated Complaints and Investigation Processes

Historically, the process for lodging a complaint against an officer has been hosted by UCPD and UCPD has conducted investigations into complaints. This presents a clear conflict of interest and dissuades complainants from pursuing the process of accountability. Though ostensibly UC Berkeley has hosted a Police Review Board for complainants to appeal the outcomes of police investigations, the Police Review Board has been hampered by an inability to investigate and or review UCPD findings on its own and has been largely moribund since at least 2018-2019.

Thankfully, the Office for the Prevention of Harassment and Discrimination (OPHD) is creating a new process whereby complaints against police will be received and investigated by non-police entities, including a civilian board. OPHD has been working closely with the IAB to develop the process, which will be modeled after the process that [occurs at UC Davis](#) but be adjusted to meet the unique needs of UC Berkeley's community. Initially, trained non-police investigators at UC Davis will investigate complaints (given the limitations imposed by the Public Safety Officers Procedural Bill of Rights described earlier) and deliver investigation findings, anonymized, redacted, and summarized as needed for legal compliance, to a civilian review board (currently unnamed). The civilian review board will then determine findings and suggest disciplinary consequences, if any, to the Chief of Police for their final discretion and delivery.

Staffing the civilian review board will require members of the UC Berkeley community (students, staff, and faculty alike) to commit to a position that entails significant training,<sup>36</sup> multi-year tenure, and required preparation for and attendance at proceedings. This may prove challenging, but we hope that the civilian review board will offer community members the opportunity to develop professionally, care for our community, and create a better campus for all.

The civilian review board will be independent from the IAB to maintain neutrality and reduce the labor expected of civilian review board members. We expect that the civilian review board will report semesterly to the IAB on trends observed in complaints and outcomes for the IAB to then shape policy around.

*Recommendation 22-7: the Office for the Prevention of Harassment and Discrimination should continue to engage with the IAB to design the composition of and support for the new civilian review board overseeing complaints and investigations of police officers.*

### *Additional Recommendations*

The IAB has reviewed the events of the past year, organized insights from our conversations with colleagues and stakeholders, and brought our own expertise to bear in creating new recommendations.

### Viewing Basic Needs Security as a Reparative and Decolonial Safety Project

As a collective, current IAB members, consistent with the original IAB report co-authors, understand the future of campus security as one framed by abolitionist structures and practices. As such, the systemic violence and inequities made obvious by the COVID-19 pandemic, including their concentrated, disproportionate, anti-Black effects, can be framed as organized abandonment.<sup>37</sup> An abolitionist future for campus safety therefore necessitates a structural context for UC Berkeley life where not only are the racist structures that pervade institutional life dismantled, but also where the scarcity, precarity, and austerity that increasingly impact our basic needs are dismantled.

We imagine an abolitionist—and therefore life-affirming—future for the campus, one in which the psychological, social, emotional, and physical aspects of all student, staff and faculty lives are considered paramount for the wellbeing of campus and programs and services on campus that deliver basic needs are fully provisioned. Such a campus would support a reimagined collective model of care, not criminalization. [The Basic Needs Center](#) at UC Berkeley is central to this

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<sup>36</sup> E.g. via the [National Association for Civilian Oversight of Law Enforcement](#).

<sup>37</sup> Gilmore, R.W. Making abolition geography in California's Central Valley. *Funambulist*. December 20, 2018.

vision, embodying a place-based transformative framework that does not rely on policing and prisons and that actualizes abolition's "presence not absence."<sup>38</sup> Therefore, Basic Needs programming should have a central role in reimagining campus's collective care and safety.

The Basic Needs program at UC Berkeley is a [state and nationally recognized model](#) that has both challenged and redefined prevailing understandings of what students consider to be necessary for a safe and secure environment for their lives as students and as a foundation for their post-collegiate wellness and success.<sup>39</sup> The Basic Needs program at UC Berkeley acknowledges that the vast inequalities in our social systems are rooted in institutionalized racism and ableism, both historic and contemporary, and as such basic needs security is directly linked to reparations, restitution, and decolonization. Building a reparative and decolonial framework<sup>40</sup> at UC Berkeley, one that moves beyond symbolic measures, necessitates investment in proven and innovative programs like the Basic Needs Center.

***Recommendation 22-8: increase basic needs funding by:***

- *\$1,000,000 for preventative grants and \$1,000,000 for proactive funds to keep students with the highest rates of basic needs challenges from experiencing crises and support those who are near or in crisis, respectively.*
- *\$75,000 plus benefits and business and operations funds for an additional full-time Care Coordinator for students near or in crisis. This position will contribute to holistic fund assessments; student care; and campus partnerships across committees, related offices, workgroups, and organizing spaces. Currently, the Basic Needs Center has only one full-time person in this role and is hiring a second. Ultimately, the Basic Needs team will need 10 full-time employees (6 for undergraduate students and 4 for graduate/professional school students).*
- *Adequate funding to relocate the Basic Needs Center to accommodate increased staff, programming, and student support. The relocation should be to a central location that is highly visible and healing to spend time in for both staff (whose emotional labor must be continually recognized) and students (who experience high levels of stress when insecure in their basic needs).*

## Protecting Protest and Freedom of Expression

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<sup>38</sup> See for example [Ruth Wilson Gilmore](#).

<sup>39</sup> Martinez, S.M., Esaryk, E.E., Moffat, L., and Ritchie, L. Redefining Basic Needs for Higher Education: It's More Than Minimal Food and Housing According to California University Students. *Am J Health Promot.* 2021 Jul;35(6):818-834. doi: 10.1177/0890117121992295. Epub 2021 Feb 22. PMID: 33611931.

<sup>40</sup> That said, we are aware that decolonization is not a metaphor (per [Tuck and Yang](#)). Any true program of decolonization must include land back, and we would be excited to see a basic needs program that incorporates land back for Indigenous peoples, especially in light of the [University of California's colonial history](#).



Outside of our primary charges of creating holistic safety for all, reducing the scope of UCPD, and promoting a greater transparency and accountability vis-a-vis the Berkeley community, there is also the issue of how the University deals with peaceful protests and demonstrations. We see it fit to bring this up because while the University heralds its image as a protector of free speech even in times of dissent, how it chooses to deploy UCPD can be at times troubling if not paradoxical.

Our concerns show up in two ways:

1. The physical presence of police during peaceful demonstrations is largely unwarranted and ratchets up senses of urgency and threat that might be present at any given time. Ironically, it is here that police create the very experience of danger that they purport to protect students from. While we cannot speak to longitudinal trends in police presence versus actual danger, what we can say is that the tension created in—if not full marginalization of—non-white, trans, disabled, and/or undocumented people (among other identities) that we have elaborated upon in our reports is only augmented by police presence. If the University claims to support these students and community members and take their grievances seriously, the inclusion of actors that only further the sense of not belonging should not be integral to the University's response, especially in the absence of any credible threat. The new UCPD Chief should be committed to minimizing the presence of police—both visible and not—at peaceful demonstrations.
2. Aside from police presence, UCPD's communication systems also play a role in the sense of danger and discredit demonstrators. There have been numerous times where UCPD has "warned" the campus community to avoid areas of campus. In some cases, they offer alternative paths to circumvent demonstrations and offer vague concerns about accessibility that only serve to demonize protestors and undermine their alignment with and membership in the broader campus community. In other words, the incorporation of demonstration reports into UCPD's messaging system *makes* it a police issue that would otherwise not be rendered as such given the content, intention, and composition of protest movements that make their way onto University property. Such reports should no longer be delivered.<sup>41</sup>

In summary, the university should not make free speech a police issue, especially in cases of peaceful demonstration. Instead, the university should see these demonstrations as insights into its shortcomings and how resources and support can be better distributed. Police deployment at protests communicates that university interests run counter to community concerns—true reconciliation demands intentional and accessible collaboration, not police surveillance and/or conversion.

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<sup>41</sup> Even under Clery law, the overwhelming majority of protests do not pose a Clery-relevant threat warranting university-wide messaging.

*Recommendation 22-9: do not use WarnMe/Everbridge to distribute “avoid the area” notifications about free speech actions.*

## Learning from April 21, 2022

The events of April 21, 2022 were a sobering reminder of the lack of university support for community members’ mental health and material stability and the consequences of such abandonment. While we do not aim to engender institutional violence by reproducing the series of events that led to the arrest of a member of the Berkeley community, it is important to outline grievances and reflections that occurred:

1. The community member’s actions were a result of the university not providing mental health care and financial help, a failure to respond to circumstances that university representatives were already aware of weeks in advance of April 21. Notably, many committed staff members and students sought support for our colleague, and our colleague sought support for themselves, to no avail. This is a condemnation of militarized university responses to crisis and the overall lack of resources for community members that can be offered in the first place. Both of these shortcomings can be improved by diverting funds from UCPD to provide more health care, basic needs support, and community spaces. But whether or not they are diverted from UCPD, a great deal more must be budgeted and more staff recruited to respond to the ongoing mental health crisis in US society and its direct impacts on campus safety.
2. Messages from UCPD remained purposefully vague—despite being frequently distributed—which ratcheted up anxiety and fear for the campus community and led to the dissemination of unfounded rumors like an active shooter being present on campus. While UCPD later corrected these rumors, it was imprecise language that amplified the issue in the first place. This irony only becomes harsher when it was discovered that the person of concern was not even on campus.

*Recommendation 22-10: prepare future campus emergency messaging to:*

- *Be clearer about impacted geographies (e.g. should Botanical Garden staff be concerned? How about Fourth Street?)*
- *Instruct on attending to physical needs during emergencies (e.g. food, bathrooms, and power access, with particular attunement to the needs of disabled community members)*
- *Provide live-time resources for peer mental health first aid (whether for those physically present with each other or connected digitally)*

3. Police department representatives chose to speak to media outlets and included the person's name and campus affiliation. The media then used this identifying information to target, slander, and stigmatize programs and communities vital to our university, without university response. This media landscape has jeopardized funding for critical student services and community spaces, and students affiliated with these programs and spaces have been subject to verbal harassment in their classrooms and workplaces. More care must be taken and proactive support offered when members of our community are harassed.
4. We have heard our university colleagues remark that they are thankful that no one was hurt on April 21, 2022. We are deeply saddened by the narrowness of these remarks; in fact, one of our colleagues *was* grievously harmed. They were arrested at the exact moment in which they were actively seeking care (again, after seeking care for weeks) and are now awaiting trial in Santa Rita Jail, a facility notorious for neglect, cruelty, and state violence. To our knowledge, the university has not advocated in the criminal-legal system for this community member to receive care and support, nor has any care or support been furnished in the jail. This person was a vital member of our community—a researcher, a student, a friend, a colleague, an organizer, a human being—and has now been forgotten by most on campus and excluded from the compassion that we hope to extend to one another as we co-exist at UC Berkeley.

With all of these points in mind, it is necessary to state that this event should not lead to increased militarization and criminalizing structures within the university. More still, it should not lead to increased deference to UCPD when dealing with campus emergencies, whether environmental or human-produced. Currently, our Office of Emergency Management has only one full-time staff member to deal with emergencies ranging from natural disasters to targeted violence.

***Recommendation 22-11: consult with the Director of the Office of Emergency Management about staffing needs in that office and then promptly fill gaps in staff capacity and other resources.***

In the wake of our community member being arrested while seeking care, we also petition the Alameda County District Attorney to pursue an outcome that heals the Berkeley community rather than punishes our colleague who was denied the support they needed leading up to the events in question. This charge also extends to the university to seek repair rather than punishment.

### Striving for Disability Justice

As described previously, this past academic year was an experience of sustained crisis for thousands of disabled members of our campus community who did not receive timely academic

accommodations, were not offered many accommodations relevant to graduate students, and didn't have access to medical care necessary to make disability legible to the institution (already a problematic framework), all the while continuing to suffer from the isolation and immune threat that COVID-19 created. No person can be holistically safe at UC Berkeley while these conditions persist.<sup>42</sup>

It appears that this crisis will continue this fall, as the Disabled Students Program (DSP) is understaffed and hiring has not proceeded quickly for reasons the IAB has not been able to discern. Furthermore, additional new positions are required to create a truly functional DSP, including a new leadership structure that adds additional administrative and financial capacity.

*Recommendation 22-12: in addition to positions that are already budgeted, increase DSP staffing levels by adding the following positions:*

- *Professional schools graduate student specialist (esp. working in the law and business schools)*
- *Research graduate student specialist*
- *Accessibility and disability librarian*

*DSP should have at minimum 14 specialists providing accommodations and case management.*

*Additionally, evaluate a DSP restructuring that distributes leadership responsibilities across multiple people, rather than a single director, to improve leadership capacity and office functioning. Relevant leadership responsibilities include staff coordination, Disability Access and Compliance partnership, auxiliary services coordination, fundraising, interdepartmental and intercampus liaising, budget management, grant applications and funding requests, and equipment purchases.*

Additional DSP staffing, though important, is not sufficient to create a holistically safe environment for disabled students and other community members. A transformation of our campus culture around disability is required.

*Recommendation 22-13: fund student-led proposals for disability education, universal design for learning, and cultural change.*<sup>43</sup>

#### [Revitalizing Membership on the IAB](#)

The IAB has struggled to maintain the involvement of all of its members. Most work this year was performed by approximately one-third of the board. Some of this challenge in participation is

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<sup>42</sup> For an expansion on these ideas, we direct you to the work of [Mia Mingus](#).

<sup>43</sup> One such example is the [Disability Beyond Compliance initiative](#) that aims to create campus-wide, transformational cultural change that fully recognizes and celebrates disability and disrupts ableism, not to replace but rather to complement the Americans with Disabilities Act's legal framework.

due to initial frictions in the board's 2021 kick-off, but most of the challenge is likely due to the IAB being unusual in the labor that is required for it to function effectively and in alignment with its charge. We estimate that an effective IAB requires 5-10 hours per week of work from its co-chairs and 2-3 hours per week of work from board members. When board members are uncompensated and busy, whether with homework, extracurriculars, professional obligations, teaching, or research, committee service can fall by the wayside.

We suggest that IAB membership be restructured this coming year to provide greater flexibility in participation for undergraduates (e.g. via seats held by a group of undergraduates representing stakeholder organizations, with the possibility of alternates and/or proxy votes) and clearer expectations for faculty and staff participation.

*Recommendation 22-14: rewrite the IAB's bylaws to create a membership structure that supports the participation of all members and voices on campus and clarifies what is expected of members.*

## Closing

As the IAB—your colleagues, peers, neighbors, and friends—we acknowledge that the process of building holistic community safety on Berkeley’s campus and beyond is protracted; it is the work of generations. Nonetheless, our efforts and those of the greater university administration should never come at the expense of populations disproportionately affected by policing: violence and discrimination cannot be a part of the solution. As such, the IAB retains its avowedly abolitionist framework to enhance safety, cultivate mutual interdependence, and seek people-centered solutions that embrace healing over punishment and repair centuries of racial, economic, colonial, and gender harm.

There is no one solution to safety, no single plan. Experiments like the IAB are just a handful of the initiatives that aim to disentangle, diminish, and dissipate the penal mesh that has infiltrated so many aspects of our lives, from schools to welfare to families and beyond. This reality should compel us to uphold and prioritize the campaigns that exist both within and outside the university. Moreover, it should compel us to come to terms with the role that the university plays in rendering certain solutions (in)viable and how it runs the risk of re-entrenching “solutions” that simply uphold the status quo.

We honor and recognize the work of the faculty, staff, and student representatives that have taken the time to contribute to this vision for diminishing the impact of policing on the UC Berkeley campus while finding ways to care for one another and create conditions of safety, joy, and wellbeing. Moreover, we recognize how they have embraced positions that promote the liberation of marginalized peoples. And, like other organizing spaces, we acknowledge that the work is never done and must always remain in conversation with the communities we aim to serve. This charge extends beyond the IAB to the entire UC Berkeley community and we encourage collaboration with those aiming for a carceral-free, safe and healthy future and willing to build the path with us as we continually try to discern the next right thing.

## Appendix A: Summary of New Recommendations

**Recommendation 22-1:** consult with University Health Services staff (with the leadership of Dr. Peter Cornish and AJ Kaur) to evaluate gaps in funding that need to be addressed for UC Berkeley's new care and crisis response models to fully succeed. Once funding gaps have been identified, provide the necessary funds to ensure program success and longevity, including the implementation of any improvements that are identified as the programs develop and are periodically evaluated. Funding will have to cover both one-time expenditures (e.g. psychiatric stabilization space construction, mobile crisis response vehicle) and recurring annual program costs (e.g. staff salaries).

**Recommendation 22-2:** work with crisis response team members and campus community members impacted by policing, mental health care services, and the criminal-legal system to design mobile crisis dispatch policies and mental health care services.

**Recommendation 22-3:** eliminate military-grade weapons and technologies from UCPD's arsenal, eliminate mutual aid provisions that enable access to military-grade weapons and technologies owned by other policing and law enforcement entities, and publish equipment counts and justifications for any equipment and technology that remains.

**Recommendation 22-4:** fund two graduate student researcher (GSR) positions to manage a co-produced research program that crowdsources definitions of holistic campus safety, collaboratively identifies ways to measure (quantitatively and qualitatively) experiences of safety on and around campus, and evaluates campus safety programs' impacts to inform iterative design.

The GSR positions should be housed in the American Cultures Center, the Possibility Lab, or a similar institute and work closely with their counterparts in University Health Services who are doing mental health care evaluation. This research program should be guided by an advisory committee composed of representatives from groups like the IAB, student government and organizations, academic departments with subject area expertise, administration, and student services (particularly entities like The Centers for Educational Justice and Community Engagement and the Educational Opportunity Program who serve people who are often unsafe due to state and carceral violence).

**Recommendation 22-5:** the Chancellor's Office should work with the IAB to create a public feedback process for the annual report that collects input in a readily usable format, particularly to guide the board's work the following year.

**Recommendation 22-6:** change the language referring to the array of new safety and security staff positions away from "tiered response." We suggest language like "appropriate," "best," and

“suitable” as useful for starting conversation, though admittedly none of these rolls of the tongue. Consider ways in the future for “best responders” who are not police to be housed in departments outside of UCPD.

**Recommendation 22-7:** the Office for the Prevention of Harassment and Discrimination should continue to engage with the IAB to design the composition of and support for the new civilian review board overseeing complaints and investigations of police officers.

**Recommendation 22-8:** increase basic needs funding by:

- \$1,000,000 for preventative grants and \$1,000,000 for proactive funds to keep students with the highest rates of basic needs challenges from experiencing crises and support those who are near or in crisis, respectively.
- \$75,000 plus benefits and business and operations funds for an additional full-time Care Coordinator for students near or in crisis. This position will contribute to holistic fund assessments; student care; and campus partnerships across committees, related offices, workgroups, and organizing spaces. Currently, the Basic Needs Center has only one full-time person in this role and is hiring a second. Ultimately, the Basic Needs team will need 10 full-time employees (6 for undergraduate students and 4 for graduate/professional school students).
- Adequate funding to relocate the Basic Needs Center to accommodate increased staff, programming, and student support. The relocation should be to a central location that is highly visible and healing to spend time in for both staff (whose emotional labor must be continually recognized) and students (who experience high levels of stress when insecure in their basic needs).

**Recommendation 22-9:** do not use WarnMe/Everbridge to distribute “avoid the area” notifications about free speech actions.

**Recommendation 22-10:** prepare future campus emergency messaging to:

- Be clearer about impacted geographies (e.g. should Botanical Garden staff be concerned? How about people in Fourth Street offices or downtown Berkeley offices?)
- Instruct on attending to physical needs during emergencies (e.g. food, bathrooms, and power access, with particular attunement to the needs of disabled community members)
- Provide live-time, culturally relevant resources for peer mental health first aid (whether for those physically present with each other or connected digitally)



**Recommendation 22-11:** consult with the Director of the Office of Emergency Management about staffing needs in that office and then promptly fill gaps in staff capacity and other resources.

**Recommendation 22-12:** in addition to positions that are already budgeted, increase DSP staffing levels by adding the following positions:

- Professional schools graduate student specialist (esp. working in the law and business schools)
- Research graduate student specialist
- Accessibility and disability librarian

DSP should have at minimum 14 specialists providing accommodations and case management.

Additionally, evaluate a DSP restructuring that distributes leadership responsibilities across multiple people, rather than a single director, to improve leadership capacity and office functioning. Relevant leadership responsibilities include staff coordination, Disability Access and Compliance partnership, auxiliary services coordination, fundraising, interdepartmental and intercampus liaising, budget management, grant applications and funding requests, and equipment purchases.

**Recommendation 22-13:** fund student-led proposals for disability education, universal design for learning, and cultural change.

**Recommendation 22-14:** rewrite the IAB's bylaws to create a membership structure that supports the participation of all members and voices on campus and clarifies what is expected of members.

*If you would like to provide anonymous feedback on which of these recommendations are highest priority and how the IAB should direct its 2022-2023 efforts, please fill out [this form](#).*

## Appendix B: Summary of Recommendations Implementation

No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
A1	Create a team of mental health professionals to serve as first responders in wellness checks and mental health emergencies.	VCA, UHS	In progress	Acceptable	Additional funding needed	Program co-design and launch will happen over the next academic year.
A2	Demilitarize UCPD by conducting an audit of military-grade equipment, sharing that information publicly, and eliminating military-grade weapons and equipment.	UCPD, VCA	In progress	Not acceptable	Additional work needed	UCPD's website has a weapons list but no information about equipment counts, nor has compliance with AB 481 been confirmed.
A3	Campus should partner with IAB and UCPD to inventory all UCPD tools and technologies and work with stakeholders to revise the UCPD procedure manual to delineate appropriate contexts to the presence of—not just the use of—these tools and technologies.	UCPD, VCA, IAB	In progress	Unevaluated	Additional work needed	Discussion and community conversation about appropriate uses and presence of tools and technologies has not yet happened. Published lists do not include equipment available via mutual aid.
A4	Campus should work with an on-campus data analysis partner (e.g. the Possibility Lab, which was formerly the People Lab, in the Goldman School of Public Policy or the Berkeley Institute for Data Science) to collect and make available relevant and timely information regarding policing practices and outcomes on and near campus. Use the data to inform and direct non-law enforcement resources, not to increase surveillance and enforcement.	IAB, VCA, Chancellor	In progress	Unevaluated	Additional work needed	Proposal for a research program has been drafted and now needs to be refined. Two graduate student researcher positions should be created to support such a program.

<sup>44</sup> VCA: Vice Chancellor of Administration; UHS: University Health Services; IAB: Chancellor's Independent Advisory Board on Police Accountability and Community Safety; Chancellor: Chancellor's Office; UCPD: University of California Police Department; E&I: Division of Equity and Inclusion; GCR: Government and Community Relations

No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
A5	Review current police-led safety training curricula to understand the content and delivery of training. Train UCPD officers to deliver trainings with humility, empathy, and compassion. Work with affinity-based organizations to create safety training curricula that center the needs of those individuals, especially with respect to belonging and wellness.	IAB	<b>In progress / partially canceled</b>	<b>Unevaluated</b>	<b>Additional work to be determined</b>	IAB believes that safety training should be conducted by an entity that is not UCPD. Safety training can take many forms and includes health and wellness resource connections, peer education, and culturally-relevant safety programming. We encourage campus funders to fund grassroots initiatives and safety training paradigms that don't emphasize surveillance and the criminal-legal system.
B1	Work with the community to co-construct a community engagement strategy reflecting the concepts and theoretical framework of the original IAB report and shaped in continual discussion with the community.	IAB	<b>In progress</b>	<b>Partially acceptable</b>	<b>Additional work needed</b>	The IAB has started this by hosting one-on-one meetings and listening sessions with key constituencies. The IAB hosted two public meetings during the 21-22 academic year and will need a more intentional and comprehensive framework for community discussion and partnership moving forward.
B2	Invest in satellite services for community members that are accessible at the nearest UC campus (e.g. Fannie Lou Hamer Black Resource Center, PATH to Care, Student Advocate's Office, CEJCE, Basic Needs Center).	IAB, VCA, Chancellor	<b>Not started</b>	<b>Not acceptable</b>	<b>Additional work and resources needed</b>	The IAB is concerned about board capacity in providing satellite services via the board. Programs like those listed that currently serve community members should be more robustly funded, particularly to support needed staff positions.
B3	Partner with campus units to host on-campus satellite office hours at sites where impacted community members are already present (e.g. Fannie Lou Hamer Black Resource Center, PATH to Care, Student Advocate's Office, CEJCE, Basic Needs Center).	IAB	<b>Not started</b>	<b>Not acceptable</b>	<b>Additional work needed</b>	Engagement to date has been informal and the IAB should consider formalizing office hours this next year, though concerns about capacity remain.

No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
B4	UCPD should be encouraged to consult with and accept input from the IAB and/or IAB leadership before publicly announcing campus safety and policing plans.	UCPD, VCA	<b>Not started</b>	<b>Not acceptable</b>	<b>Additional work needed</b>	Over the past year, there has been no proactive communication from UCPD to IAB regarding changes or soliciting input. IAB typically finds out about changes to safety and policing that UCPD is spearheading from campus messages or via our own personal networks and has struggled to receive information in writing from UCPD.
B5	The Chancellor's Office and the IAB should engage with campus partners and decision-making bodies to develop the necessary partnerships to execute the board's charge. This includes establishing MOU agreements, conducting informal presentations, establishing a web presence, and providing general education about the board's work.	Chancellor, IAB	<b>In progress</b>	<b>Partially acceptable</b>	<b>Additional work needed</b>	The IAB has informal effective working relationships with some campus partners and not with others. Data sharing is particularly inconsistent and could benefit from MOUs to clarify expectations for the benefit of all parties.
B6	The Chancellor's designee should provide a budget to support the work of the IAB.	Chancellor	<b>Complete</b>	<b>Acceptable</b>	<b>No additional work needed</b>	The IAB receives an annual budget to support its work. Moving forward, the current IAB recommends greater investment in public education and community building.
B7	Campus should establish a Community Excellence Award for Innovations in Campus Safety.	IAB	<b>Not started</b>	<b>Unevaluated</b>	<b>Additional work needed</b>	This has not been a priority because of capacity limitations and could be addressed when other critical campus safety programs are more completely underway.
B8	The Chancellor Office and the IAB should provide a community response period before accepting a finalized annual report from the IAB.	Chancellor, IAB	<b>In progress</b>	<b>Acceptable</b>	<b>Additional work needed</b>	Community feedback was received on the initial 2019-2020 report; more robust methods for collecting feedback will be useful moving forward.

No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
C1	Campus should establish a “know your rights orientation” for the campus community that is organized by an entity other than UCPD. The orientation could be similar to the UndocuAlly training program that emphasizes community empowerment and access to legal information.	IAB	<b>Not started</b>	<b>Unevaluated</b>	<b>Additional work needed</b>	The IAB has not yet had capacity for this recommendation.
C2	UCPD’s Community Engagement Unit should engage with the IAB in the development of its “Community Academy,” which aims to educate community members about the internal operations of UCPD. The Gender Equity Resource Center should receive additional funding to include how to stay safe during encounters with the police in its Rape Aggression Defense trainings.	UCPD, IAB, E&I	<b>Cancelled</b>	<b>Cancelled</b>	<b>Cancelled</b>	The IAB does not believe that a community academy would not be useful to the campus. The IAB does support additional funds allocated to the Gender Equity Resource Center for curriculum on staying safe during police encounters.
C3	Review and provide suggested amendments to MOUs with police agencies serving jurisdictions overlapping with or adjacent to campus (e.g. Berkeley Police Department, Albany Police Department, California Highway Patrol).	IAB	<b>Not started</b>	<b>Unevaluated</b>	<b>Additional work needed</b>	The IAB has not yet had capacity to work on this recommendation.

No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
C4	Develop and provide safety orientations for temporary visiting affiliates (e.g. visitors/guests, conference attendees, students and scholars visiting through exchange and summer programs). The orientations should emphasize social and personal responsibilities for safety at Berkeley (e.g. locking doors, not leaving laptops unattended) and introduce the history of racialized policing in the United States and its varying modern-day impacts, namely for Black members of the campus community.	Unclear	<b>Not started</b>	<b>Unevaluated</b>	<b>Additional work needed</b>	The IAB has not yet had the capacity to work on this recommendation. It is unclear who is to create and deliver this training, with what resources, and in what capacity.
C5	Campus should strengthen investments in and outreach to the unhoused population in areas near campus. Campus should shift from a focus on policing problematic persons or populations and invest in providing referrals and access to resources or making positive interventions in instances of conflict.	VCA, UCPD, GCR, IAB	<b>In progress</b>	<b>Unevaluated</b>	<b>Additional work needed</b>	Due to capacity limitations and conflicting information, the IAB has not been involved in recent discussions about campus's relationship to Berkeley's unhoused community. The IAB wishes to reiterate our recommendation that the university reduce its reliance on policing to "manage" unhoused people and that the university should provide supportive resources to organizations already engaged in grassroots advocacy and community care. For more information, please read the full write-up on this recommendation in the body of the report.

No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
C6	Campus should establish an emergency legal fund to assist students in addressing violations of civil liberties that is similar to the University of California Office of the President and the State of California initiative to provide immigrant level services.	Chancellor	In progress	Not acceptable	Additional work needed	The only resource available is Student Legal Services (SLS), but SLS does not specialize in police misconduct, provide representation, or offer funds to address financial insecurity arising in cases of police harm (e.g. due to needing trauma care or to move from university-owned housing patrolled by UCPD).
D1	Relocate UCPD from Sproul Plaza	VCA	In progress	Unevaluated	Additional work needed	Additional work is needed to understand the campus community's desires for UCPD's location and find a path forward that does not entrench UCPD's presence (particularly in areas near affinity spaces like the Fannie Lou Hamer Black Resource Center and the Multicultural Community Center) through capital improvement projects.
D2	Campus should continue to identify opportunities to move responsibilities currently housed in the police department to other campus units, beginning with emergency management, Live Scan fingerprinting, access to buildings, and compliance with the crime reporting and transparency requirements of the Clery Act.	Chancellor, VCA	Completed	Acceptable	Additional work needed	A suite of services (detailed in the body of the report) have been moved from UCPD to other more appropriate entities. The relocation of lockouts services from UCPD to Facilities Services was reversed after Facilities Services was determined to not have sufficient staffing to fulfill this new responsibility. This proves that worthwhile new mandates must be funded in order to be successful, and the IAB is dismayed that campus did not anticipate this and provide necessary resources for the transition..

No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
D3	People and Culture should work with campus leadership and key stakeholders to establish a professional conduct protocol that is used to preserve the dignity, health and wellbeing, and psychological safety of protected classes and community members when engaging with UCPD; reduce experiences of racial profiling; and strength campus responses to wellbeing and mental health crises among member of the campus community (faculty, employees, and staff). These standards should be in place for as long as UCPD exists on campus.	People and Culture, VCA	In progress	Unevaluated	Additional work needed	Campus does not have robust methods for collecting feedback from people who UCPD proactively engages or detains, and the events of April 21 illustrate that campus response to mental health crisis relies on alienation and criminalization.
D4	Campus leaders should develop a set of best practices for increasing transparency and involvement of community members in UCPD hiring processes.	People and Culture, VCA	Completed	Acceptable	No additional work needed	UCPD has a community panel for community members to volunteer to participate in interviews. Berkeley Executive Search was proactive in involving campus community members in UCPD Chief of Police job description development and interviews. University Health Services is actively co-designing mental health care roles and hiring processes with campus community members.
D5	Campus leaders should develop and implement best practices for increasing transparency and involvement of community members in decisions around policing practices, adopting new technologies, etc.	VCA, IAB, UCPD	Not started	Unevaluated	Additional work needed	Very few opportunities for campus community involvement in decisions about policing policies and technologies exist. Even the IAB has struggled to be a part of these decisions, as the IAB is rarely proactively informed of decisions that are being made and can therefore not effectively provide avenues for public input.



No.	Recommendation	Responsible entities <sup>44</sup>	Progress	Evaluation	Resources	Notes
E1	Campus should appoint an IAB member to serve as an interim member of the campus's task force on COVID response.	VCA, Chancellor	<b>Not started</b>	<b>Not acceptable</b>	<b>No additional work needed</b>	To our knowledge, this did not happen. In future emergency circumstances (e.g. wildfires, pandemic resurgence), the IAB recommends that a member be appointed to relevant advisorial and governance bodies.
E2	Campus should ensure that UCPD is not primarily responsible for COVID-19 compliance by hiring a team of civilian community ambassadors to encourage compliance, ensuring diversity in hiring and support for affinity groups as an important part of COVID-19 response.	Chancellor, UHS, VCA	<b>Completed</b>	<b>Acceptable</b>	<b>No additional work needed</b>	University Health Services and Student Affairs led most of campus's health- and transmission-related policies and messaging on COVID-19. The campus response focused on education, signage, and norm creation.