

CAMPUS RESPONSE TO IAB RECOMMENDATIONS

NOTE: As you will see below, the campus has fully accepted all but a very few of the IAB's recommendations. Many included specific timelines, and the campus will do its best to adhere to them. However, the pace of implementation will vary depending on the required financial resources and time required, constructive collaboration, as well as the complexity of the attendant organizational, policy and/or programmatic changes.

A. Police Accountability and Alternative Approaches to Community Safety

1A: Create a team of mental health professionals to serve as first responders in wellness checks and mental health emergencies in an effort to reduce the role of armed officers in non-criminal calls. -- Campus should establish a timeline for development and implementation, beginning with a rigorous review of existing approaches and best practices in this area and engagement with key stakeholders (e.g., leadership of University Health Services, the Outreach Coordinator for People's Park, the City of Berkeley, etc.) and the broader campus community. This timeline should be shared with campus at the start of the fall semester.

A Mental Health Team Committee created by VC Marc Fisher during Summer 2020 is evaluating how best to implement this idea and is also evaluating the timeline and associated costs. The committee will have recommendations ready by the end of the calendar year. The Mental Health Team Committee includes students, UCPD, Vice Chancellor Administration, Tang Center counseling professionals, and other staff representatives.

1A: Campus should require that mental health resources be more fully integrated into UCPD's training and resources and made more available to UCPD officers so that officers are more sensitive to mental health when interacting with the public and are attuned to how their actions can negatively impact the mental health of the campus community by exacerbating issues such as trauma.

We will incorporate awareness training into the UCPD training curriculum so that officers are aware of, and sensitive to how their actions and presence impact members of the community. UCPD Chief will work with IAB to identify the resources needed and content recommended. Planned implementation by 6/30/21. The campus and UCPD also support new approaches that

will enable mental health professionals to be the first responders to those with mental health challenges.

2A: Demilitarize UCPD. Specifically, UC-Berkeley administration, in collaboration with UCOP, 1) conduct an audit of all military-grade equipment in UCPD's possession (at UC-Berkeley and system-wide); 2) share that information publicly with the campus community in an easily accessible format (e.g., in .csv, displayed prominently on the IAB's website); and 3) commit to eliminating all military grade weapons and equipment from UCPD inventory. Campus should immediately review and revise its events policy with the goal of reducing militarized responses to high-profile events. Campus should work with UC-Berkeley' community members and systemwide to review and establish a Prohibited Weapons List for the UC system that is, at a minimum, similar to the list that was published with President Obama's Executive Order 13688.

UCPD has not participated in the military equipment program since the late 1990's. The seven rifles received as part of that program have all been returned. Therefore, campus police do not have and do not use "military grade" equipment. Regarding prohibited weapons, we are already conforming to this recommendation. At Berkeley, we have already created a list of approved weapons; officers are not allowed to carry weapons not on that list. Berkeley's list is consistent with President Obama's Executive Order 13688. UCPD is working with UCOP to facilitate adoption of systemwide standards. Regarding the portion of this recommendation relating to [events policy](#), the campus will discuss the event policy with the IAB in order to gather specific feedback.

3A: Establish Technologies Transparency and Prohibited Weapons List: Related and in addition to Recommendation 2, campus should work with UCPD and the IAB to inventory all UCPD tools and technologies used on the job, including but not limited to: lethal and non-lethal weapons, vehicles, surveillance technologies, and uniforms, with the goal of collectively (i.e. in coordination with the IAB and other relevant stakeholders) revising the UCPD procedure manual to delineate appropriate contexts for the presence (not ONLY the use) of these tools and technologies.

In concert with student government, UCPD has compiled a list of the tools and technologies it uses. The list will be available at: police.berkeley.edu. The campus is in the process of compiling a separate list of tools and technologies used by other campus units. That list will be posted

when completed. Use of some tools, including weapons and uniforms, is guided by system-wide policies.

4A: Data transparency. We recommend that campus collect and make available relevant and timely information regarding policing practices and outcomes on and near campus. This data should be used to inform and direct resources, not simply as a tool to target surveillance and enforcement. The [People Lab](#) is currently working in partnership with UCPD. The People Lab should establish itself as an independent research initiative that works in partnership with the Chancellor, UCPD, the IAB, and the broader campus community, including those members of the community who have historically been most impacted by negative encounters with the police.

The People Lab, led by Professors Amy Lerman and Elizabeth Linos from GSPP, has established an independent research initiative that will benefit campus stakeholders by providing data and analysis about policing practices on and near campus. The People Lab, as an independent research team, will carry out a research program designed to answer three broad and important questions:

- What is the UC Berkeley community's experience with UCPD, and what do community members need and want from UCPD?
- How best can the campus implement and evaluate changes in UCPD's role and operations?
- How can we strengthen interactions between police and campus community members?

In the coming weeks The People Lab will formally launch this work, beginning with a comprehensive survey of the UC Berkeley community—including students, faculty and staff—related to policing. The data will be collected throughout the fall, with the goal of sharing a full report with the campus community before the end of the academic year.

The Chancellor's Office, IAB executive sponsor Vice Chancellor Marc Fisher, and UCPD Police Chief Margo Bennett support enhanced data transparency. VC Fisher and Chief Bennett will work with IAB faculty co-chair, Professor Rucker Johnson, to create a data-use agreement which will provide him with access to information in UCPD data systems in order to perform data

analyses—including analysis of stops, searches, use of force, calls for service, mental health crisis response, crime statistics, levels of staffing and budget data. This will enable the IAB to play an important role in evaluating police and community relations and services, and provide evidence-based recommendations to the Chancellor based on all sources of information. This is in alignment with best practices across the country.

4A(a): Related to data transparency, campus should work directly with the IAB, UCPD, and an on-campus data analysis partner(s) (e.g., BIDS) to establish a mechanism for the public to easily evaluate and report on their encounters with UCPD.

The [UCOP 2020 Presidential Task Force on Policing](#) included nine recommendations to improve, support, and implement more effective complaint policies and procedures. These recommendations include creating a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations. We look forward to working with UCOP to implement these recommendations.

5A: Review current police-led to safety training curriculum to better understand parameters of trainings including but not limited to: a) which departments, groups, or organizations host trainings; b) topics that the trainings cover; c) who leads the trainings, d) who develops the curriculum for the trainings; d) the cost of the trainings; e) processes in place for gauging audience satisfaction and soliciting feedback on trainings, with the ultimate goal of a) offering more trainings by professionals trained in conflict resolution and de-escalation techniques; b) offering more trainings that do not center danger narratives and include anti-racism education and mental health awareness; and c) offering campus departments and organizations the option of choosing a safety training that is not led by police officers or affiliates. Campus should also take measures, including training, oversight, and audience feedback, to ensure UCPD officers who lead campus safety training do so with humility, empathy, and compassion. Finally, campus should work with affinity-based organizations, especially those directly representing the interests of historically marginalized groups on campus, to create safety training curricula that center the needs of those individuals, especially with respect to belonging and wellness.

The campus will provide a list of UCPD trainings and curricula to the IAB chairs for review and recommendations. UCPD will engage affinity-based community organizations to get their

feedback on how to best ensure that UCPD officers who lead campus safety training do so with humility, empathy, and compassion.

B. Community Engagement

1B: In alignment with the campuses established Principles of Community, the IAB will work with the community to co-construct a community engagement strategy. The tone and language will reflect the concepts and theoretical frameworks included in this report and will be (based on continual feedback and discussion) with the community.

We believe this is a good idea and support it fully.

2B: Campus should invest in satellite services for community members that are accessible at the nearest UC campus. (e.g. FLHBRC, Path to Care, Student Advocates Office etc.)

We understand this to be a request for additional/alternative locations for UC Berkeley community members to report their concerns or complaints regarding interactions with UCPD. The campus will work with relevant campus offices (e.g. FLHBRC, Path to Care, Student Advocates Office, etc.) to educate them on the process to file and accept UCPD reports/complaints.

3B: The IAB should partner with campus units to host on-campus satellite office hours at sites where impacted communities are already present (e.g. FLHBRC, Path to Care, Student Advocates Office etc.)

The campus supports the IAB partnering with campus organizations.

4B: 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.

IAB has clarified that this recommendation relates to communications about the IAB itself, and we agree that we will not communicate about the IAB without consulting with the IAB.

5B: 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; informational presentations; establishing a web presence; and providing general education about the board's work.

The Chancellor's office and the IAB will engage with campus partners and decision-making bodies to support IAB in executing its work, and will work collaboratively with the IAB on agreements, presentations, a web presence, and outreach and education. More information can be found here:

<https://chancellor.berkeley.edu/task-forces/chancellors-independent-advisory-board-police-accountability-and-community-safety>

6B: The Chancellor's designee will provide a budget to support forums and conferences about the best practices in designing community safety plans that meet the needs of the most impacted groups and increase safety for all.

The IAB is receiving \$30k this year to conduct its business. The IAB can decide to use part of its funding to support projects as it sees fit, including establishment a Community Excellence Award for Innovations in Community Safety.

7B: Campus should establish a Community Excellence Award for Innovations in Community Safety.

See above

8B: The Chancellor's office and the IAB should provide a community response period before accepting a finalized annual report from the IAB.

Completed.

C. Local Partnerships and Government Relations

1C: Campus should establish a "Know Your Rights Orientation" for the campus community that is organized by an entity other than UCPD. Community members are in need of a

standard know your rights orientation similar to the [UndocuAlly training program](#), where there is an emphasis on community empowerment and access to legal information.

We suggest that the IAB partner and/or consult with the Law School and other campus stakeholders to identify potential entities that can establish a “Know Your Rights Orientation”.

2C: The Community Engagement Unit of UCPD is developing a curriculum for its “Community Academy,” which is aimed at educating community members about the internal operations of UCPD. It is necessary to engage with the IAB in order to ensure that any training offered is culturally competent, relevant to our community, and is meeting the objectives of community engagement as outlined by the IAB charge. Further, UCPD leadership should acknowledge student demands for a comprehensive and culturally responsive curriculum from the Goldman School of Public Policy. We also recommend expanded funding for the [Gender Equity Resource Center’s R.A.D. Training](#) to include how to stay safe during encounters with the police.

The UCPD will continue to collaborate with the IAB in order to ensure that training of this sort is culturally competent, relevant to our community, and meets the objectives of community engagement as outlined by the IAB charge. This work is ongoing and underway. The UCPD will update the IAB regarding the Goldman School of Public Policy’s curriculum recommendations. The funding request for the Gender Equity Resource Center’s R.A.D. training program can be submitted for consideration as part of the 2022 budget process through its respective department.

3C: Review and provide suggested amendments to MOU’s with police agencies that serve neighborhoods that are either adjacent to the campus (Berkeley and Albany). Campus should also review and revise Shared Jurisdiction agreements between UCPD and Berkeley Police Department.

UCPD welcomes any and all IAB suggestions on MOU’s with adjacent police agencies. UCPD will share current agreements so that the IAB can review and comment.

4C: Campus should develop and provide Safety Orientations for Temporary University Affiliates (e.g., visitors/guests, conference attendees, and students and scholars visiting through Berkeley Exchange and summer programs). The orientation would help to prepare

these temporary members of the campus community for the social and personal responsibilities of safety within the Berkeley context. For instance, not leaving your laptop unattended, walking in groups through campus at night, and locking doors. Additionally, this orientation should serve as an introduction to the history of racialized policing within the United States, specifically acknowledging that the role of law enforcement in upholding safety holds varying perspectives and impacts, namely for Black members of the campus community. This training will help ensure that all members of the campus community, temporary and long-standing alike, have the historical and cultural understanding to safely navigate their environment.

We will include safety training on the relevant UC Berkeley website so that campus visitors have online access to it. We will also explore working with the Visitor Center and the Berkeley app team for inclusion in their marketing.

Recommendation 5C: Campus should strengthen its investments in outreach to the unhoused population in areas near campus. The numbers of homeless (university affiliates and non-university affiliates) residents in the City of Berkeley is high. At last count close to 2,000 on any given day). As might be expected, the unhoused population has great needs, including access to mental health and other basic services. UCPD has a responsibility to make sure community members that are homeless do not experience severe harassment and discrimination. In anticipation of increased tensions between the homeless community and members of the adjacent Telegraph neighborhood, campus should make investments in ensuring strong community relations with the unhoused. Campus should shift from a focus on policing problematic persons/populations and invest in providing access and referrals to resources or making positive interventions in instances of conflict.

The campus has invested in a full time social worker to work with the local unhoused population. In addition, the Chancellor consults regularly with faculty member, Professor Sam Davis, who serves as the campus' Faculty Advisor on Homelessness. The campus hopes to build supportive housing for those in need, in addition to student housing on the People's Park site. The campus will continue working with local jurisdictions, including the City of Berkeley and Oakland, and surrounding areas to create better access and referral resources for those in impacted communities.

Recommendation 6C: Campus should establish an emergency legal fund to assist students in addressing violations of civil liberties that is similar to UCOP and the State of California initiative to provide immigrant legal services.

The campus already provides assistance to students through Student Legal Services, which provides counsel and guidance on students' legal rights and obligations. In addition, the International Office provides support for student immigration questions and issues.

D. People and Culture

1D: The IAB has recommended UCPD be moved from its prominent location on Sproul Plaza (including in Sproul Hall and on Barrows Lane). On June 18th, Chancellor Christ announced a commitment to identifying a new location for UCPD. This commitment requires immediate action. We recommend that campus create and share a timeline for this plan with the campus community. We recommend that relocation of UCPD from its prominent place on Sproul Plaza happen no later than the beginning of the fall semester. All aspects of the move that can be conducted immediately should be implemented immediately.

Space Management and Capital Strategies are investigating potential locations away from the center of campus for the relocation of UCPD operations. Once a suitable location is identified and funding is approved, the transition will begin.

2D: On June 18th, Chancellor Christ announced a commitment to reducing the scope of law enforcement responsibilities on campus. This is consistent with the recommendation of the board. 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. The Chancellor should provide updates on this process regularly throughout the year and the bulk of these changes should occur with the next academic year.

- The **Office of Emergency Management** has now been transferred from UCPD to the Vice Chancellor of Administration's organization.

- **Live Scan Fingerprinting** services will soon be available on Fourth Street and administered by the Berkeley Regional Services On-Boarding team. Additional locations will be identified in the future.
- **Security Technology Management** is being moved out of UCPD to Facilities Services in conjunction with IST. This includes access management, metal keys, security cameras, and security alarms. Additional campus buildings are in the process of being outfitted with electronic card access readers this fall. Five campus buildings have received card readers, an additional ten are scheduled for completion this semester.
- **Clery Act** management and reporting will be moving out of UCPD and to the Civil Rights and Whistleblower Compliance unit in the Office of the Chancellor.

3D: 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 well-being, and psychological safety of protected classes and community members when engaging with UCPD; reduce the experiences of racial profiling; and strengthen campus responses to wellbeing and mental health crises among members of the campus community (faculty, employees, and staff). These standards should be in place for as long as UCPD exists on campus.

Yes, we agree and support this recommendation. We already have an embedded code of ethics for police officers, and we will ask the People and Culture team to review the professional conduct protocol and suggest needed changes. Going forward, annual UCPD employee performance evaluations will include this area.

4D: Campus leaders should develop a set of best practices for increasing transparency and involvement of community members in UCPD hiring processes.

Members of the campus community have been invited to participate in the hiring process for officers. It is UCPD's practice to include the community in decisions about promotions and the department is in the process of extending it to include all new hires.

5D: 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.

Agreed, and IAB's input is welcome on this topic. UCPD partnered with CRI-TAC--(<https://cops.usdoj.gov/collaborativereform>)--to assist with community trust and engagement efforts. The CRI-TAC review currently underway will provide recommendations. Specifically, CRI-TAC is reviewing current policies and protocols surrounding campus community engagement efforts and will provide guidance in developing and enhancing engagement practices and strategies.

E. COVID-19 Response and Recovery

1E: Campus should appoint an IAB member to serve as an interim member of the campus' Task Force on COVID response.

Completed. IAB staff member Mia Settles-Tidwell is a member of the Student Experience team of the campus recovery planning effort.

2E: Campus should ensure that UCPD is not primarily responsible for Covid-19 compliance. The board overwhelmingly supports hiring a team of civilian community ambassadors to encourage compliance. Campus should ensure diversity in hiring community ambassadors and support affinity groups as an important part of COVID response.

Compliance with COVID-19 guidelines is being promoted by a social norms campaign that seeks to encourage everyone to help keep our community safe. We want to incentivize compliance and not discourage anyone from getting tested and being forthright should they be asked to provide information to contact tracers. And, while repeat offenses and egregious offenses may have disciplinary consequences for students, UCPD has not been assigned a role in compliance monitoring or enforcement.

F. Additional Recommendation (Use-of-Force)

As Chancellor Christ announced that UCPD "has banned the use of carotid holds" and committed to working with the UCPD and the community to "identify additional policy changes to ensure that our use of force policies are as restrictive as possible within the context of University of California policy and the law." We recommend that campus

implement and announce a timeline for this process, including plans for engaging the community around expectations for use-of-force and revising use-of-force policies accordingly. These policies should also reflect expectations for how UCPD is expected to interact with youth on and near campus, especially in student and family housing.

In June 2020, the UCPD Chief of Police sent a policy memo to the department making clear that the carotid is no longer authorized by policy. We will continue our discussion with the IAB about existing policies, including use-of-force policies. Further work on, and changes to use-of-force policies must take place on a systemwide basis under the direction of the Office of the President, as there is a single policy for the UC system. On the Berkeley campus we will continue to work to promote positive interactions with the community.