

Public Safety Advisory Committee Notes
August 11, 2021
Notes submitted by: CAlcantara cba@sfsu.edu

General Overview and Updates – Alvin Alvarez

Yesterday, the Community Engagement Subcommittee emailed their edits and clarification on their recommendations. They will wrap up their section today as we need to allow time for the Communications Subcommittee to share their ideas and recommendations, and the group will need time to discuss these items.

In terms of updates, Alvin has been in contact with President Mahoney and Chair Albinak about the recommendations that were discussed at last month's meeting presented Community Engagement Subcommittee in three primary areas: 1) Expansion of this committee's charge, 2) Expansion of the committee's membership and 3) The structure of leadership. President Mahoney requested a meeting with Alvin and Dr. Jamillah Moore to have a discussion about these recommendations, as well as bring Jamillah up to speed about PSAC. Dr. Moore is the Vice President for Student Affairs Enrollment Management, replacing Beth Hellwig. Jamillah is also PSAC's liaison to President Mahoney and to the President's Cabinet. The meeting with President Mahoney, Dr. Moore and Alvin is scheduled Monday, September 20.

Based on the CSU system wide initiative to create public safety advisory committees on all campuses, it looks to be clear the decisions involving the charge and composition of the public safety advisory committee rests with the President. Therefore, this committee cannot take action unilaterally. The recommendations discussed last week and today (pros and cons) will be presented to the President and Dr. Moore at the meeting on September 20. Alvin will clarify the PSAC's charge, scope and internal parameters with President Mahoney. And Alvin will extend an open invitation for Dr. Moore to join future PSAC meetings. It will be up to Dr. Moore if she would like to attend on a regular basis.

Alvin recognized the committee's eagerness to begin to take action and to make changes. As he reflected this past month on this, he also recognized since this is a new committee that has not existed before on other CSU campuses, it was imperative to discuss the Foundational Questions in the past months, and necessity to clarify the internal parameters, scope and charge before taking action in order for this committee to work effectively. Alvin asked for the committee's patience while this is done.

Alvin asked if there were any questions or comments before the Community Engagement Subcommittee wraps up their recommendations. A PSAC member pointed out that Chico State's public safety advisory committee was established several years ago. This can be a good opportunity to learn from them.

The Community Engagement Subcommittee Members: Bridget McCracken (convener), Dae Philpot, Corporal Enrique Castro Vera Cruz and Nicole Buitrago.

Bridget McCracken summarized the edits and clarification to the recommendations which was emailed to PSAC yesterday:

- 1) Membership: It was explained that the following recommendations are in alignment with the PSAC appointment letters and President Obama's 21st Policing whitepaper document:
 - Include Wellness in PSAC's charge, vision statement and membership.
 - Raise the student voice by increasing student membership to 4, instead of 2.
 - Health Service Professional member designated voting rights.
- 2) "*The Committee will*" section: Specific items were deleted as the subcommittee felt PSAC did not have the expertise, i.e. "*examine and provide recommendations concerning matters of public safety, particularly changes in current policies/practices or matters that may impact the privacy or civil liberties of members of the academic community.*"
- 3) The separate list of recommendations were specific to restructuring parts of the committee (PSAC) and what can be done internally to improve engagement and communication with the campus community.

Bridget asked if members of the Community Engagement Subcommittee had additional input, or if anyone in the group had any questions. There were no responses at this time.

Alvin would like to use next month's meeting, Sept 15, to have a healthy debate and share the pros and cons about the ideas and recommendations presented by both the Community Engagement Subcommittee and Communications Subcommittee.

Alvin will then present both the scope of these ideas and recommendations, as well as the pros and cons expressed by PSAC members to President Mahoney and Dr. Moore at the meeting on September 20 and they will make the final call/decision. Alvin checked-in with everyone to see if they were in agreement with this process or had any concerns. There were no concerns expressed and all were in agreement with this process.

Communication Subcommittee: Chris Bettinger (convener), Zion Levi, Pam Su and Michael Beatty.

Chris Bettinger presented the recommendations on behalf of the subcommittee. Given there was only 30 minutes, he focused on the top 3 recommendations that has the highest potential impact:

1). Post-incidence response feedback: the idea here is to create a feedback survey so that witnesses of an incident and the UPD response to the incident can be used to provide feedback on officers' performances/services. The following is an example: <https://www.rochesterfirst.com/news/brighton-pd-debuts-new-tool-for-community-to-offer-feedback-on-police-interactions/> However, the subcommittee strongly feels that the individual giving feedback, if they so desire, needs to be kept informed about what happens to their feedback. For example, a person leveling a complaint using this mechanism has to be kept informed about if and how their complaint has resulted in any action.

2). Focus groups for non-officer response teams. In general, the idea of non-officer response teams is great. There needs to be strong communication between UPD and various campus communities at the planning and formation stage of these teams. It is suggested that PSAC help identify constituent groups on campus that are interested, and to help form focus group discussions with students, faculty, and staff that will advertise the existence of these new response teams, and help shape them to be approachable by the campus community.

3). Use PSAC to actively gather audiences for specific UPD presentations to increase attendance, as well as awareness throughout the campus community. This suggestion comes from Michael Beatty's and Reggie's experience of holding safety meetings and having small audiences. Perhaps PSAC, with its broad campus representation, can actively invite staff, faculty, and students with an interest in a given presentation (e.g. student orgs for a discussion on holding outdoor rallies). This mechanism might also work to actively gather audiences for public review of changes in UPD policies or practices. The idea here is not to create these changes but to make sure every change is fully vetted by the campus community. This will help UPD identify problems with any given proposal and make the campus aware of changes ahead of time.

Ideas concerning trainings:

The Communications Subcommittee view UPD trainings as a way to interact/communicate with campus communities. The practical benefits of trainings and the serious interaction between UPD and campus members, can result in a deeper and more meaningful connections.

- De-escalation training: there is a need for UPD to sponsor de-escalation trainings, mainly for faculty but perhaps also AOCs, other staff, and interested students. CEETL might be able to help with setting up such trainings. Faculty currently do not generally have any training in de-escalation techniques.
- Create learning modules explaining safety and UPD work on campus. Safety is an important component to add to FYE courses and other classes with students new to campus. These can be easy "here's who to call in different scenarios" types of information sharing that make the campus less bewildering to those who are new.
- Have UPD run or find an approved training for bystander intervention. There is a lot of campus interest in getting trained in bystander intervention. Having UPD offer or sponsor such training serves the dual purposes of orienting officers to expect to be videoed and observed by many parties during any response, and growing the number of people on campus who know how to engage in bystander intervention in ways that do not interfere with police work.
- Active shooter training. There is a lot of campus interest in getting trained on what to do in a situation where there is an active threat on campus.

Ideas about emergency response:

Review Emergency Notification System -- We think it is worthwhile for PSAC to review our ENS. We should take a look at other notification systems to see the level of detail involved; we have some concerns about the amount of information currently being shared. Also, the ENS should probably incorporate some way to follow-up for people who want more info or want to know why they are getting this message.

The following are responses and comments from PSAC members:

- Both subcommittees recommended and highlighted the need for gatherings, forums, listening sessions, etc. that allow space and time for the campus community's input and feedback. Once we are clear on what PSAC can and cannot do, we need to determine the format of engaging the committee and how often.
- It's important for UPD to receive feedback from the campus community, but just as important to communicate what is being done based on the feedback and the progress being made. This is part of building trust with the campus community.
- What makes an event well attended? Common interest, stakeholders, groups that recognize decisions will have the direct impact it will have on them.
- The work that will be done by PSAC involves a culture shift – how we work, how we communicate, etc. Since we are at the developmental stage, we can expect that it will take time to build trust and establish presence on campus. So, it's important for PSAC to commit to a long-term engagement strategy and to show up no matter how many people attend meetings and events.
- A key component in recruiting participation is to first show that we value their participation, and to communicate in a clear way the benefits of participating.
- Staff have a heavy workload and cannot physically step away from their office, but are interested in participating or being informed. Make sure to offer a variety of ways to participate and stay informed – surveys, Zoom, recorded meetings, etc.
- The framework for outreach and engagement strategies involves the following three items: 1) build community, not just events & hope people will attend, 2) be authentic – let people know the truth as to why you need their participation, 3) share power – benefits to all involved, not just pushing your own agenda. Participants need to have an impact, too.

Chris Bettinger requested everyone to think more about the recommendations he presented today, and go back and review the entire list of recommendations as he did not have time to cover #4 through #7. The full list is located on the PSAC Box file folder. He also emailed it to everyone on July 5.

Alvin asked everyone to review all recommendation from both subcommittees and be prepared to share what they think are the pros and cons of each at next month's meeting.

“Parking Lot” Items: Ongoing Depository of Ideas, Questions and Concerns:

1. **Install Security Cameras in the UPN properties.** Residents' packages have been stolen, and one member on the PSAC advised her car was damaged ("totaled") a few months ago.
 - FYI Per Reggie: "There are a myriad of technology, fiscal, and policy considerations that need to be made for installation of surveillance systems on campus. We can definitely initiate conversations on utilizing and implementation of surveillance systems in the Public Safety Advisory Committee and can include this in our list of foundational questions."
2. **Provide better lighting in the residential community.**
 - FYI per Reggie: "In past years, UPD collaborated with Facilities, Housing, and Res Life to conduct a Night Safety Walk program around the campus and the residential community. During the safety walk, participants would identify lighting and other safety issues which were documented. The UPD Crime Prevention Coordinator would submit a work order to Facilities with recommendations for repairs and installation of lights, as needed. We look forward to continuing with the safety walk program once COVID related restrictions are lifted."
3. **Review/Discuss housing agreement amendment XXI Right of Entry**, which indicates:
"The University shall have the right to enter the premises occupied by Licensee for the purposes of emergency, health, safety, maintenance, management of applicable rules and regulations, or for any other lawful purpose. The University shall exercise these rights reasonably and with respect for Licensee's right to be free from unreasonable searches and intrusions into study or privacy. When possible, the University shall give Licensee(s) reasonable notice of its intention to enter the Premises and shall enter only during normal business hours."
 - Is it possible to revise this so that the only time that facilities member can enter an apartment is after proper notification in non-emergent situations?
4. **Work with Student Marketing & University Communications** to broadly publicize ongoing efforts by UPD. Let campus community know about the work being done in PSAC, and the recent efforts already made by UPD as well as the reallocation of resources that have been made to provide holistic services to students.
5. **Best way to communicate PSAC work.** What is the most appropriate way this can be done – who, how, when and where? The monthly Leadership Forum is one venue to consider, where else? Alvin to raise this with VP Hellwig and keep PSAC posted.
6. **Armed Officers** – discuss experiences from a student perspective, and explore if there are other alternatives for officers to carry arms, if possible.

Below items were added at PSAC meeting dated 3/17/2021:

7. Classroom & Office Altercations:

- 1) PSAC to help determine situations that does not require UPD to be the first point of contact. Right now, the front line responders are UPD.

- 2) Awareness Training for both Campus Community & UPD.
 - 3) Communication/Instructions: Place a list of range of resources and emergency/non-emergency Contact Info in a highly visible area in every classroom.
 - 4) Culture Shift. The current culture is to call the police when you do not know who to call when you need help. How to we shift away from this? And do we have the necessary resources available, i.e. mental healthcare providers 24/7.
8. **Do we have the resources available to route calls/situations away from UPD?**
Take a deeper dive of the coordination of resources and offices in CAPs and in Equity & Inclusions to determine if there are still “bald patches.” Identify what can be improved and what other services/resources are available.
9. Invite Stephen Chen and/or other task force members that are working on improving the response protocols for mental health services.

Below items were added at PSAC meeting dated 4/21/2021:

10. After PSAC completes the learning phase, at some point we need to move on to discuss/determine how to make PSAC meetings accessible to all students. Example – invite students to PSAC meetings, or schedule additional meetings specifically for representatives from student organizations such as GUPS, BSU & ASU to provide their perspectives (General Union of Palestine Students, Black Student Union & Asian American Students).
11. Think about inviting CFA to a PSAC meeting to hear about the work they are doing around campus safety. Discuss what kind of relationship (if any) can be established between PSAC and CFA.

Below items were added at PSAC meeting dated 5/12/2021:

12. What is the role of Race and Racism? How does this affect UPD – how it's working, not working? What are the patterns that continue to contribute to racism? How does this impact UPD and the perceptions of the campus community?
13. Follow through and Communication: How does UPD demonstrate progress or change, and how is this communicated to the campus community? It will be critical to establish an active feedback loop that includes follow-through and communication. Whether or not UPD or PSAC are able to implement suggestions provided by members of the campus community, acknowledgment of their feedback must take place along with a progress report.
14. Invite Guiselle Nunez, AVP for Strategic Marketing & Communication, to a Fall PSAC meeting to discuss the best ways to communicate to the campus community – to effectively communicate progress, follow-through, surveys, etc.