TASK FORCE ON NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY, PRELIMINARY REPORT, DEC. 15, 2020

Preface

In June 2020, UC Davis' Chancellor Gary May created the UC Davis Task Force on Next Generation Reforms to Advance Campus Safety to "discuss and assess how the university's Police Department should evolve to look, operate and engage on both the Davis and Sacramento campuses." With representatives of the entire campus community, the Task Force first met in the summer of 2020. The Task Force prepared for its work by taking the University of California's Managing Implicit Bias online training. The Office of the Chancellor also sponsored members' attendance at the 2020 Conference for the National Association for Civilian Oversight of Law Enforcement. Although the Task Force report and recommendations were originally due in December 2020, the Task Force successfully requested an extension to June 2021 in order to solicit input from the entire campus community, which has been challenging due to the pandemic and remote operations. This document represents a preliminary report documenting the Task Force's work to date.

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I. INTRODUCTION

UC Davis is a relatively peaceful campus. It, however, has not been immune from occasional police controversy. Perhaps the most well-known modern example is the community trauma surrounding a UC Davis police officer pepper-spraying peaceful protesters on campus in 2011. The incident, which was videotaped, made national and international headlines and generated great controversy, anger, and commentary. An investigation culminated in a report, which criticized the actions of a number of campus administrators as well as the police. **UC Davis November 18, 2011 "Pepper Spray Incident" Task Force Report** (March 2012) **(Reynoso Task Force Report).** The campus responded with many reforms.

Although it occurred nearly a decade ago, the pepper spray incident continues to influence the perceptions of many people in the community about policing at UC Davis. Some in our community continue to feel traumatized by the event. Since the incident, the campus leadership and several UC Davis police chiefs, including the current one (Joe Farrow), have worked to change the culture and systems in place and reform the practices of the UC Davis Police Department to ensure that a similar incident does not happen again. One of the reforms immediately put into place in response to the pepper spray incident was to have police involvement in campus protests permitted only with the authorization of the Chancellor or Provost. Many other changes have been put into place and Chief Farrow has plans for more. **Importantly, the Task Force focused on the systems and institutions surrounding the public safety function, not on the performance of the current Chief of the UC Davis Police Department, who is regularly praised for his leadership and reforms that he has put into place.**

Many community members today believe that the UC Davis Police Department is a well-functioning public safety organization. Formal complaints and incidents are relatively few in number. Officers diligently protect campus safety, day in and day out, with many campus observers unaware of that work. At the same time, student and community sentiment about the police appears to be more divided on the issue, with special concern with police involvement in expressive protest activity. Upon the formation of this Task Force, many community members shared -- through email and other wise -- views about the future of policing at UC Davis, including registering concerns with armed police on campus. Some even call for abolition of the police department.

A. *The Social Context*

It should not go unsaid that the Task Force took on the daunting task of evaluating the public safety function at UC Davis in the midst of a global pandemic, with the accompanying anxiety, uncertainty, and many challenges to ordinary life. Tensions and stress levels understandably have been, and remain, exceedingly high. As a practical matter, the social distancing requirements put into place in response to the pandemic has required specific attention in the Task Force's efforts to gather the essential community input.

Moreover, the issues that the Task Force addressed are not limited to UC Davis. Policing is being debated across the United States. The issues are charged and controversial. Some activists have called for the abolition of police departments. Nobody can reasonably deny that,

despite the best of intentions of many Americans, racial injustice in the United States unfortunately has been an enduring feature of U.S. social life. The criminal justice system, which by many accounts was created as a tool to oppress African-Americans, is frequently condemned as the prime example of contemporary systemic racism. MICHELLE ALEXANDER, THE NEW JIM CROW: MASS INCARCERATION IN THE AGE OF COLORBLINDNESS (10th anniversary edition, 2020) (analyzing the discriminatory roots of the contemporary criminal justice system that disparately impacts African Americans). In response to the latest string of African American deaths at the hands of police in 2020, protesters and, at times, rioters took to the streets in cities across the country. Counter-protesters, including armed white supremacists, added to the social upheaval. President Trump pledged to restore "law and order," with racial overtones in those words.

B. *Overriding Goals*

The Task Force understands that

(1) ensuring public safety at UC Davis must be paramount; and

(2) the university needs a public safety function that addresses the diverse needs of all UC Davis, including making every member of our community feel physically and mentally safe.

Although most share that commitment, our community – and U.S. society generally – holds many different opinions on the best way to efficiently and effectively protect public safety while respecting the human and civil rights of all members of our diverse community. With this in mind, the Task Force embarked on the formidable task of considering how to best advance campus safety at UC Davis.

The Task Force understands that all aspects of campus operations, particularly public safety, must be consistent with the **UC Davis Principles of Community**, racial justice, and our steadfast commitment that every single person in our community feel a true sense of belonging. That said, reactions to police and policing in our community are incredibly diverse. Every member of our community brings to the campus experiences from many different places, including from inside and outside the United States, cities, suburbs, and rural areas, and from a diverse set of regions of the country. Needless to say, students, staff, and faculty (Academic Senate, Academic Federation, and others) bring these life experiences with them to the UC Davis campus; they inevitably influence their views of the UC Davis campus police. Although some, perhaps many, community members view the police as a source of protection and safety, significant numbers of members of subordinated communities believe that the police have frequently been a source of dehumanization, criminalization, trauma, intimidation, surveillance, and lethal violence. Before arriving at UC Davis, many African American and Latinx faculty, students, and staff in particular experienced discrimination in interactions with police. Other students, staff, faculty (Academic Senate, Academic Federation, and others), researchers, other employees, alumni, and other community members no doubt have very different experiences with policing.

To complicate matters, besides the campus in Davis, UC Davis includes a large Health campus in Sacramento, a major city in a populated metropolitan area. The public safety needs of the Health and its satellite locations differ from those at the campus in Davis. The Health campus in Sacramento is located in an urban environment, with urban policing issues. In addition, it serves the greater community, including patients, doctors, staff, and students.

II. TASK FORCE CHARGE AND DISCUSSION

A. *The Charge*

The Task Force brings together 32 representatives of the full diversity of the UC Davis community, to approach important issues of effective public safety at UC Davis. Appendix A lists the members, including students, staff, faculty (Academic Senate, Academic Federation, and others), administrators, and alumni, and their affiliations.

Chancellor May's letter appointing the Task Force on Next Generation Reforms to Advance Campus Safety (revised June 19, 2020) charges the Task Force as follows:

> The Task Force is asked to discuss and assess what a police department should look like for an educational environment and a health-focused one. What are its values and how should it reflect those values? Whom does it serve? How does it represent those it does serve and how should it bridge gaps? How should its members interact with the community? How should its members and the department as a whole be accountable to the community? What practices or philosophies are worth preserving? If we start from scratch, what does that look like?
>
> These are examples of questions or issues to address, and not a pre-determined list. I know you have ideas, concerns and solutions to bring to the table, and I value your input.
>
> I ask the task force to convene and facilitate discussions with students, faculty, staff, alumni, and community members to solicit their thoughts and perspectives. I encourage the Task Force to seek out members of our community who represent the most critical views of policing, as well as those who have positive associations. We must hear from people with a variety of opinions to develop common ground on which to build.

B. *Preliminary Discussion of the Charge*

The Task Force discussed the various questions posed in the charge, with particular focus on the role of the UC Davis Police Department in the campus public safety function.

A critical issue is the role and place in the overall campus safety function of the Police Department. Public safety is of the utmost importance. Defining public safety is a fundamental question with which the Task Force has been grappling and will be a subject about which community input is essential. In addition, all members of the campus community, as well as many units on campus, are to some extent responsible for ensuring public safety.

A fundamental – and most challenging – question is the appropriate role of the Police Department for protecting public safety on a university campus with a medical center. The public safety function can be distributed among different units. Currently, UC

Davis police respond to a broad array of calls, from wellness checks to bicycle thefts to burglaries to assaults and other violent crimes. Police certainly have a role to play in investigating crimes. However, the role of police in wellness checks and mental health disturbances, for example, is not as clear-cut. With community input, the Task Force will continue to engage the question of the Police Department's appropriate role in protecting public safety.

The Task Force seeks to offer a reasoned approach to distributing the public safety function to most effectively protect public safety. A wide variety of approaches exist on the spectrum between abolishing the police department to allowing the status quo to remain in place. The Task Force seeks to develop an approach crafted for our own community and best protects the safety of all on the campus. At the specific level, a practical and responsible approach might be to have a crisis task force, perhaps including mental health and social workers, on staff to respond to appropriate calls. Strong collaboration would be necessary between police and mental health/social workers in responding to public safety concerns. The Task Force discussed that the costs of staffing mental/social workers (as well as police needed to accompany them in some instances) – staff working 24/7 with relatively few calls -- may be substantial. However, it just may be that public safety, as well as public confidence and legitimacy, may require such approaches despite the costs.

The Task Force focused special attention on **accountability**. Any public safety arrangement must be accountable. **Transparency, a clear decisionmaking structure, and responsibility** are prerequisites for ensuring accountability.

Unique in the University of California system, the UC Davis Police Accountability Board (PAB), discussed later in this report, currently considers disciplinary complaints against police officers. The PAB may take on more general oversight responsibilities for the Police Department. In addition, the Task Force will be evaluating whether the PAB, not the Chief, should be making final disciplinary decisions. Such review would ensure that representatives of the community possess final decision-making power on disciplinary matters. Of course, the input and involvement of the Chief would be necessary to ensure the confidence of the police officers. Still, a community-based process for decision-making would lend greater legitimacy to the decision. Although transparent, the current system may lack perceived legitimacy in the campus community because the Police Chief has the final say on disciplinary matters.

III. PROGRESS OF TASK FORCE

Over the course of seven meetings this fall, the Task Force has begun the complex task of envisioning the future of the public safety function at UC Davis. At the suggestion of a member of the Task Force, the Task Force members all participated in **UCOP online implicit training**. We recently updated the Chancellor and the Chancellor's Leadership Council on the progress and proposed the submission of a preliminary report by December 15 and a final report, with recommendations, by June 15. Attachment B is the plan that the Task Force proposed to, and was approved by, the Office of the Chancellor.

In Fall 2020, the Task Force met for seven 1.5 hour sessions. In name of transparency, Appendix C includes the meeting agendas and notes. Those meetings have discussed the mission, various public safety issues, the current state of campus policing and the review of

alleged misconduct, the best strategy for soliciting community input, and related issues. The Task Force also collected information and discussed what has been successful with respect to the campus safety function and what possible changes might be worthy of consideration. The foundation has been set for the next stage of the process.

A. *Subcommittees*

To complete its tasks, the Task Force organized itself into four subcommittees with specific tasks:

1. *Bibliography of Readings*

This subcommittee, with the assistance of two law students, collected background readings on public safety and policing. The idea was to provide the UC Davis community with the background to make the best judgment about the public safety function at UC Davis. This subcommittee's work to this point is reflected in Appendix D. Members (alphabetical order):

- **Gillian Moise**
- **Michael Sweeney**

2. *Website and Data*

This subcommittee has developed a website that includes public safety, Task Force, and policing information. The website is under construction, with a mock up presented to the Task Force. The intent is for the website to assist in surveying the campus community. Members:

- **Jonathan Minnick**
- **Paul David Terry**
- **Renetta Tull**

3. *Focus Groups and Town Halls*

This subcommittee is focused on establishing the various means for soliciting community input on the public safety function at UC Davis. Because in-person meetings are not possible at this time, Zoom and other platforms will be used. The committee is developing a plan for canvassing the community for input on the public safety function. Members:

- **Sheri Atkinson**
- **Molly Bechtel**
- **Milagros Copara**
- **Mary Croughan**
- **Danica Tisdale Fisher**
- **Darryl Goss**
- **Roxanne C Grijalva**
- **Kyle Patrick Krueger**
- **Christine Lovely**
- **Jonathan Robert Minnick**
- **Zeljka Smit-McBride**

4. *Task Force Writing Group*

This group worked on the preliminary report and will draft a final report for Task Force Review and inspect. Members:

- **Charron Andrus**
- **Allison Brashear**
- **Kevin Johnson**

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Over the next few months, each subcommittee will focus on the combination of discrete tasks necessary to complete the Task Force's mission.

B. *Community Input and Information Sharing*

As will be discussed below, part of the Task Force plan is to solicit broad input from the array of campus constituencies, including students, faculty (Academic Senate, Academic Federation, and others), staff, alumni, and community members. A consensus on the Task Force emerged that community input was necessary before it would be in a position to issue its final recommendations. Such input is essential for the Task Force to, among other things, evaluate the current climate and to make recommendations that are necessary and appropriate and enjoy broad community support.

Information sharing also is essential. The campus needs to provide clear information and ensure that we all have a shared understanding about the basic issues, such as the difference between the UC Davis police, which is responsible for campus safety, and the City of Davis Police, City of Sacramento Police, and the Yolo County and Sacramento County Sheriff's Departments, which would be responsible for campus safety if there were no UC Davis Police Department. This is an important point that will be returned to below. Abolition of the UC Davis Police Department would shift police authority on the Davis campus to the Yolo County Sherriff's Office.

To collect the necessary input, the Task Force is planning for using a multitude of devices to solicit community input: a survey, public forums, focus groups, town halls, and other methods to be determined. This effort will begin in January 2021.

In order to collect the necessary community input, the Task Force requested that it be permitted to issue a preliminary report on December 15 and a final report on June 15. The added time will make it possible for the Task Force to make final recommendations that respond to community concerns and reflect shared community values.

C. *The Importance of Student Perspectives*

At one of the Task Force meetings, the student members of the Task Force shared perspectives on campus safety. Their candid views offer a glimpse of the kinds of input that we may receive from students in a broader canvass of the campus community. Concerns expressed by student members of the Task Force included

1. The lack of connection between the police and the community;

2. The need for the police to build trust with students;

3. The general fear of police;

4. A perceived lack of transparency in policing; and

5. A fear of immigrant students of law enforcement.

Some students noted that there is a more general belief in the need for fundamental, meaningful, and measurable change. In fact, some students and community members have demanded abolition of the campus police. It is not certain what the views are of the average student.

To fully assess student sentiment (as well as faculty, staff, and alumni), surveys, focus groups, and town halls, and the like are essential. As previously discussed, the Task Force has created a detailed plan for securing input from the entire UC Davis community.

D. *The UC Davis Police Department*

The Task Force devoted a meeting to a report from Chief Farrow about the UC Davis Police Department. Changes have been put into place under his leadership, as well as the leadership of others, and he is considering other reforms. Among the relatively recent reforms are the Police Accountability Board (PAB), which is discussed below. In addition, Chief Farrow has increased the number of UC Davis graduates on the police force and is looking at using social and mental health workers, as well as other alternatives to uniformed police in functions currently performed by uniformed police officers.

The UC Davis Police Department webpage, which was recently updated, offers insight about the aspirations of the Department:

> At UC Davis, the police department works toward safety and justice that reflect our communities' values. We strive for continuous improvement in everything we do. Our policing strategies allow us to be guardians of our community, a responsibility that we hold ourselves accountable for achieving.
>
> Reforms started in response to officers using pepper spray against campus protesters have changed not only how our department deals with protests — but served as a catalyst for a series of progressive steps, new leadership and innovative practices. We know we can do better.
>
> We are working to outgrow past challenges, to become a model for the future of campus safety, and to serve our community in ways that students can be proud to partner with us.

E. *UC Davis Health Campus (Sacramento Campus) Police*

UC Davis Police Officers patrol the Sacramento campus of UC Davis and surrounding areas, as well as satellite locations. Responding to calls for service from clinical areas as well as the community, police officers are responsible for partnering on de-escalating patient emergencies, handling general emergencies, investigating crimes and filing reports, checking out suspicious persons and vehicles, conducting traffic accident investigations and enforcing all traffic laws. Officers take a pro-active approach to reducing the opportunity for crime and work closely with members of the campus community to ensure a safe environment in which to work and learn. Officers maintain a high level of visibility on the campus and work to identify and eliminate those conditions or situations that may be attractive to the criminal element.

UC Davis Health also employs a security staff at the hospital that recently was re-designated to report to the UC Davis Police Department.

Given the difference in settings and functions, the policing needs in Sacramento differ than those of the campus in the city of Davis. The Task Force will consider the differences in the public safety needs in the final report.

F. *Police Accountability Board (PAB)*

Although other UC campuses have advisory boards, UC Davis has a board with authority to investigate and evaluate claims seeking discipline of police officers. The Police Accountability Board (PAB) was established in 2014 to develop and promote police accountability, trust, and communication between the campus community and the UC Davis Police Department. The PAB is an independent board composed of students, staff, and faculty (Academic Senate, Academic Federation, and others) from the UC Davis and UC Davis Health community. Among other functions, the PAB

1. Independently reviews investigation reports and makes recommendations to the Chief of Police following investigations of complaints from the campus community or general public;

2. Makes recommendations regarding UC Davis Police Department policies, procedures, practices and trainings when the PAB identifies possible improvements or blind spots; and

3. Solicits public input during open meetings.

The PAB receives administrative support from the Office of Diversity, Equity, and Inclusion and the Office of Compliance and Policy. The PAB also has the support of legal counsel.

Any person directly affected by alleged UC Davis police misconduct may file a complaint with PAB. Examples of complaints run the gamut from an improper arrest to discourtesy.

The PAB is composed of university employees outside the Police Department. Current PAB members and the Administrative Advisory Group are listed here. It holds quarterly public

meetings. Without input from community members, the University may not be aware of police misconduct and cannot take steps to address it. PAB strives to ensure that all complaints receive a fair and objective review. Complaints are received, reviewed and investigated by the Office of Compliance and Policy. This Office reports to the Office of the Provost and Executive Vice Chancellor. Investigation reports are forwarded to the PAB for independent review, and their recommendations are forwarded to the UC Davis Chief of Police. The Police Chief has final decisions on matters, including discipline, recommended by the PAB.

Several members of the PAB briefed the Task Force about its activities. Members stated that they worked well with Chief Farrow and seemed pleased with the activities of the Board. PAB presented some possible reforms, such as establishing PAB as an intermediary between the campus community and the UC Davis Police Department and the exploration of mediation and restorative justice programs.

The presentation of the PAB members left a positive impression on the Task Force. As previously discussed, some Task Force members wondered whether the PAB or the Police Chief should make the final decision on a disciplinary matter. Currently, the Police Chief makes the final determination on disciplinary actions and other PAB recommendations.

IV. PRELIMINARY RECOMMENDATIONS

This report makes preliminary recommendations, with final recommendations to be spelled out in detail in a final report in June 2021. The Task Force will continue to collect information and engage in the public discussion necessary for the consideration of additional recommendations concerning the public safety function at UC Davis. To facilitate the public discussion, this report includes a bibliography of readings. The goal is to promote a robust campus discussion and to collect ideas from all parts of the campus community before making additional recommendations.

The Task Force makes initial recommendations for some changes. The initial recommendations include

A. *Improved Communication*

The campus should work on **improved communications** about its public safety goals and the use of public safety personnel to achieve those goals, and other public safety safeguards. The student community, but also faculty (Academic Senate, Academic Federation, and others), staff, and other community members, in particular would benefit from information about public safety functions at UC Davis.

B. *Greater Transparency*

Some Task Force members expressed the view that the public safety function is not as transparent as it should be. The campus should strive to improve the **transparency** of the public safety function. Of course, no campus policies and procedures are kept secret. However, there appears to be a need for wider and more effective distribution of available information about the

police function and easier access to the information for all persons in the community. The Police Department recently unveiled a new-and-improved website that is a move in the right direction.

In the name of transparency as well as accountability, the Task Force hopes that this report and the final report is made public. The Task Force's final report will strive to list specific objective goals that can be used to monitor efforts to refine and transform the safety function at UC Davis.

C. *A Robust Information Campaign*

The campus should engage in a **campus information campaign** on public safety. This should include basic information about the public safety function, campus safety issues and concerns, changes being made to the Police Department and other public safety units, and a request for suggestions and comments from the community.

D. *Increased Trainings*

The campus should hold public **trainings on public safety** to widely distribute information about the UC Davis Police Department, its function, and campus safety concerns. There is some basic information that is not widely known about campus policing, such as, for example, the distinction between the UC Davis police and the city and county law enforcement agencies.

E. *Expanded Outreach*

Community members repeatedly emphasize the need to build trust and improve communication with the university about the campus's public safety apparatus. The Police Department and other actors should engage in increased and regularized outreach through information sessions, regular public discussions, and other techniques. Another benefit of increased outreach and other efforts will be that the police will become better known by the campus community, which would facilitate increasing levels of trust The Police Department might consider creating a position in the police department to directly engage the community. The police should develop a plan approved by the Chief and Chancellor on public outreach.

F. *Evaluation of Uniforms*

Many students and other community members feel intimidated by police officers in uniform. Police should wear attire that identifies them a police uniform is not necessarily required. The Police Chief should evaluate the use of uniforms by public safety personnel. Non-uniformed police might be a solution, such as a Protective Service Officer (PSOs)/unarmed police. Aggie Hosts could respond to cold crimes and take reports. Campus police could respond to emergency calls.

Similarly, the fact that the police force is armed alone creates a significant divide between police officers and community members. The arming of the police is an issue that the Task Force will consider in Spring 2021.

G. *Responses to Mental Health Calls*

Police respond to calls that involve mental health emergencies. The UC Davis Police Department is considering the increased use of, when appropriate, mental health and social workers. The current chief is specifically considering increasing engagement of social work/mental health professionals to assist in the response to such calls. The Task Force encourages the Chief to continue to explore these possibilities.

H. *Continuing Reforms*

Chief Farrow has made many positive changes to UC Davis Police Department. The Police Department should continue with its reform efforts, engaging in culture and institutional changes. Possible changes include abandoning the wearing of uniforms by officers and utilizing social workers and mental health professionals, Campus Safety Ambassadors, and other efforts to improve efforts at protecting public safety on a university campus.

V. A FINAL REPORT AND COLLECTING COMMUNITY INPUT

A. *Next Steps*

In order for the Task Force to formulate additional changes responding to community concerns and protecting public safety, extensive and meaningful community input is essential. In the spring and winter quarters 2021, the Task Force plans to canvass the UC Davis community through a variety of means and collect input on how the public safety function can be improved. Those efforts will include:

1. **Survey:** Conduct survey of campus views on how to best protect public safety. The survey can be made available to members input of the campus community on the website developed by the Task Force.

2. **Campus Town Halls and Focus Groups** should be held to discuss possible changes to the public safety functions, collect community input, and receive information. Among the topics for the Task Force to discuss are

    a. Define the concept of safety for the UC Davis campus;

    b. Discuss further the **Abolition**, **Transformation**, or **Reform** of the UC Davis Police Department. **Many Task Force members expressed deep reservations about the viability of abolition upon learning that eliminating the UC Davis Police Department would cede the policing function to the Yolo County Sheriff's Office.** The Task Force will think about redefining what the campus wants in public safety measures, including possibly narrowing the scope of the duties of police officers;

    c. Shifting police responsibilities to social and mental health workers, trained outreach workers, and possibly other professionals;

d. Whether campus police officers should be armed. This is a challenging issue that is a serious public perception issue as well as a public safety issue;

e. Possible changes to the Police Accountability Board and other systems in place overseeing the Police Department and public safety function; and

f. Possible increased training for police officers and other UC Davis employees charge with ensuring public safety.

3. **Speaker Series:** A speaker series will be organized to help promote a robust campus discussion of the policing and public safety issues under review by the Task Force. Some speakers are included in the Racial Justice Speaker series at the School of Law. Attachment E. The Task Force will consider suggestions for speakers.

B. *Work to Be Completed by June 2021*

In the coming months the Task Force will engage in the following tasks. The four **Subcommittees** (Bibliography of Readings, Website and Data, Focus Groups and Town Halls, Task Force Writing Group) will continue work accomplishing the goals of the Task Force.

Website Development: Among other things, the website can update the campus on the progress of the Task Force, changes in the UC Davis Police Department, Task Force information, and related developments.

After collecting the necessary community input, the Task Force will issue its final report with recommendations. With full input from the community, the Task Force will be far better positioned to provide input and recommendations for the Chancellor's consideration. The Task Force concluded that, to ensure the time for the necessary deliberation, it should aim for April 15, 2020 to complete the survey, town halls, and focus groups.

THE FINAL REPORT OF THE TASK FORCE WILL BE SUBMITTED BY JUNE 15, 2021.

Appendix A: Task Force Members

Kevin Johnson, Dean, School of Law (Task Force Co-chair)
Renetta Tull, Vice Chancellor, Diversity, Equity, and Inclusion (Task Force Co-chair)
Charron Andrus, 2020-21 UC Davis Health African American Faculty and Staff Association Chair
Sheri Atkinson, Associate Vice Chancellor, Student Affairs
Molly Bechtel, 2020-21 Staff Assembly Chair, Davis Chapter
Allison Brashear, Dean, School of Medicine
Milagros Copara, 2020-21 Co-chair, Chancellor's Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Issues
Mary Croughan, Provost and Executive Vice Chancellor
Hla Elkhatib, 2020-21 Undergraduate Student Advisor to the Chancellor
Joe Farrow, Chief of Police
Darryl Goss, UC Davis Foundation Board Vice Chair
Roxanne Grijalva, 2019-20 Latinx Staff and Faculty Association Chair
Bruce Haynes, Professor, Sociology
Ari Kelman, Interim Dean, College of Letters and Sciences
Vivian Khem, 2020-21 Staff Assembly Chair, Sacramento Chapter
Kyle Krueger, 2020-21 ASUCD President
Christine Lovely, Chief Human Resource Officer
Toby Marsh, Chief Nursing and Patient Care Services Officer
Diana Martinez, 2020-21 Undergraduate Student Advisor to the Chancellor
Sarah Meredith, Director, Center for Advocacy, Resources, and Education
Jonathan Minnick, 2020-21 Graduate Student Association President
Gillian Moise, 2020-21 Graduate Student Assistant to the Dean and Chancellor Kristian
Kristian Marie L Ocampo, 2020-21 Asian Pacific American Systemwide Alliance Chair
O. Adewale (Wale) Osipitan, 2020-21 Postdoctoral Scholars Association Chair
Pamela Pretell, 2020-21 Native American Faculty and Staff Association Chair
Kelly Ratliff, Vice Chancellor, Finance, Operations and Administration
Zeljka Smit-McBride, 2020-21 Academic Federation Chair
Michael Sweeney, Chief Campus Counsel
Paul David Terry, 2020-21 Co-chair, Chancellor's Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Issues
Danica Tisdale Fisher, 2020-21 UC Davis African American Faculty and Staff Association Chair
Hendry Ton, Associate Vice Chancellor, Diversity and Inclusion
Richard Tucker, 2020-21 Academic Senate Chair

Appendix B: Task Force Plan of Action

Attachment B

TASK FORCE PLAN

I. Submit Preliminary Report with Initial Recommendations (December 15)

The Task Force will make preliminary recommendations and continue to collect information and engage in the public discussion necessary for the consideration of additional recommendations concerning the public safety function at UC Davis. The preliminary report will include as an appendix a bibliography of readings. The plan is to promote a robust campus discussion and to collect ideas from all parts of the campus community before making additional recommendations.

For now, the Task Force will make initial recommendations for some immediate changes. The initial recommendations might include

-- The campus should work on **improved communications** about its public safety goals and the use of public safety personnel to further those goals.

-- The campus should improve the **transparency** of the public safety function.

-- The campus should engage in a **campus information campaign** on public safety.

-- The campus should hold **trainings on public safety**.

II. Solicitation of Community Input (Through May 1)

A. **Campus town halls and focus groups** should be held to discuss possible changes to the public safety functions.

B. **Continuing Reforms:** The UC Davis Police Department should continue making reforms, engaging in culture change and consider changes in the use of uniforms, social workers, mental health professionals, Campus Safety Ambassadors, etc. in protecting public safety.

C. **Speaker Series:** Such a series might help promote a robust campus discussion of the issues. Possible topics for a speaker series might include, but are not limited to,

1. Possible **Abolition** versus **Transformation** versus **Reform** of the UC Davis Police Department. This might include a speaker on redefining what we want in public safety measures including possibly narrowing the scope of the duties of police officers;

2. Define the concept of safety for the campus;

3. Shifting police responsibilities to social and mental health workers, trained outreach workers, and possibly other professionals;

4. Should campus police officers be armed?; and

5. Possible changes to the Police Accountability Board;

Suggestions on speakers are welcome.

III. **Other Task Force Work: Through June 15, 2021**

A. **Subcommittees** (Bibliography of Readings, Website and Data, Focus Groups and Town Halls, Task Force Writing Group) will continue work.

B. **Website Development:** Among other things, the website can update the campus on the progress of the Task Force, changes in the UC Davis Police Department, Task Force information, and related developments.

C. **Campus Discussion and Deliberation:** Conduct public forums, town halls, focus groups, etc. to collect information.

D. **Survey:** Conduct survey of campus views on how to best protect public safety

IV. **Task Force Final Report (June 15, 2021)**

Appendix C: Task Force Meeting Agendas and Notes to Meetings

NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY TASK FORCE MEETING
Monday, July 27 11:00 a.m.-12:30 p.m.

Agenda

WELCOME Dean Kevin R. Johnson, Vice Chancellor Renetta Tull

COMMITTEE INTRODUCTIONS

CHARGE OF THE TASK FORCE Chancellor May.

PAST: WHAT WE KNOW Kevin

CURRENT: WHAT WE ARE LEARNING Renetta

DRAFT PROCEDURE FOR DEVELOPING RECOMMENDATIONS Kevin and Renetta

- Proposed Meeting Schedule. Attachment A
- Collection of Information by Law Fellow in Campus Counsel Office
- Meeting with Chief Farrow
- Possible Subcommittees
- Collection of Input: Email, Website, Town Halls and Focus Groups (with committee discussing format and questions)
- Draft Report November 15
- Final Report December 15

OPEN DISCUSSION All

Attachment A

PROPOSED MEETING SCHEDULE (meetings on Mondays on Zoom at 11:00 a.m.-12:30 p.m.)

July 27

Aug. 17

Sept. 7

Sept. 28

Oct. 19

Nov. 9 (Circulate draft report on November 15)

Nov. 30 (Discus draft report, which is due on December 15)

Meeting Notes
Next Generation Reforms to Advance Campus Safety Meeting
July 27, 11:00 a.m. -12:30 p.m.

Committee (**attendees in bold**): **Kevin Johnson, Renetta Tull, Charron Andrus, Sheri Atkinson, Molly Bechtel, Allison Brashear, Milagros Copara, Mary Croughan, Hla Elkhatib, Joe Farrow, Darryl Goss, Roxanne Grijalva, Art Kelman**, Vivian Khem, **Kyle Kruegar, Christine Lovely, Toby Marsh, Diana Martinez, Sarah Meredith, Jonathan Minnick, Gillian Moise, Kristen Marie Ocampo, O. Adewale Osipitan, Pamela Pretell, Kelly Ratliff, Zeljka Smit-McBride, Michael Sweeney, Paul David Terry**, Danica Tisdale Fisher, Hendry Ton, **Bruce Haynes, Richard Tucker**. Also in attendance: **Chancellor Gary May, Karl Engelbach, Lisa Kay Chance Berriz, Starla Bennett, Elaina Lopez, Diana Flores**.

The meeting was called top order at 11:00 a.m.

Welcome Dean Kevin Johnson and Vice Chancellor Renetta Garrison Tull

Introductions of the Committee

Chancellor May - Welcome and Overview of the Charge of the Task Force: Thank you for serving. The members of the committee represent a diversity of backgrounds and views. Respect all views, be open-minded, and reimagine. This is an opportunity to make significant change; policing is being scrutinized across the United States. The Task Force report must be evidence-based. Dismantling the UC Davis Police Department would place campus under the jurisdiction of the Yolo County Sheriff. The campus is not immune to violence. We should be cautious of sending unarmed officers into dangerous situations. In response to the 2011 pepper spray incident, UC Davis in 2014 created a Police Accountability Board. The Board is unique in the UC system.

Safety is paramount. Students must be physically and mentally safe. The Task Force should assess what campus safety offices should look like. Remember that the health system differs from the campus in terms of police needs. Distinguish between our police department and the City of Davis Police.

Past/What We Know Now (Kevin Johnson): The hope is that we work well together even though we may not always agree. It is paramount that we treat everyone with respect. Confidentiality of our discussions also is important. A Box of relevant materials will be created. The research that law student and Campus Counsel Law Fellow Diana Flores collected on policing will be made available on Box. We have incidents of crime on campus. However, UC Davis has not had many high-profile police incidents. The Task Force needs to consider possible changes to the public safety function on campus. One suggested book on the racially disparate impacts of modern policing is **Michelle Alexander, The New Jim Crow: Mass Incarceration in the Age of Colorblindness** (2012).

Current/What We Are Learning (Renetta Tull): We have received many emails expressing many different opinions. There are three types of officers to consider: one for large city, another for highway patrol, one for campus. Students have had more issues with *city* police than *campus* police. Our primary focus is on campus police and regulations.

Meeting schedule

- Proposed meeting schedule: Meetings on Mondays on Zoom at 11:00 a.m.-12:30 p.m.
  - Aug. 17
  - Sept. (date TBD)
  - Sept. 28
  - Oct. 19
  - Nov. 9 (Circulate draft report on November 15)
  - Nov. 30 (Discus draft report, which is due on December 15)

Draft Procedure for Developing Recommendations:

- Research by Law Fellow in Campus Counsel Office
- Meeting with Chief Farrow
- Consideration of Subcommittees
- Collection of Input: Email, Website, Town Halls and Focus Groups (with committee discussing format and questions)
- Draft Report November 15
- Final Report December 15

The Task Force discussed the draft procedure. Before the meeting, Renetta and Kevin met with Chief Farrow to discuss the Task Force's charge.

Open Discussion

Michael Sweeney: He suggested that the Task Force consider reforms put into place after the pepper spray incident. Police no longer manage protests. Either the Chancellor or Provost is now required to authorize police action in protests.

Jonathan Robert Minnick: Every campus has a different culture and set of conflicts. The Task Force might reach out to other campuses to see what their issues have been and hear how other campuses manage public safety.

Bruce Haynes: He recommends a NPR, The History of Policing (see Box) and the book **Jennifer Eberhardt, Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do** (2019).

Diana Flores: She discussed her research on policing and current policy at Research 1 universities. (The research is now in Box.).

Provost Croughan: The Provost suggested that the Task Force examine how law enforcement methods have changed over time; for example, campus police no longer wear riot gear.

Kyle Kruegar: He expressed a willingness to facilitate focus groups to ensure proper representation of minority communities.

Paul David Terry: He asked how we might gather the input of alumni.

Sarah Meredith: She spoke of the need to solicit input of staff on the health campus.

Charron Andrus: Charron suggested that the Task Force think about policing when it comes to patients at the hospital.

Molly Bechtel: She is willing to host focus groups for staff.

Action Item: Possible bias training for the Task Force

Next Meeting -- Monday, August 17 from 11:00 a.m.-12:30 p.m. Presentation about campus police by Chief Farrow.

Meeting adjourned at 12:28 p.m.

Notes compiled by Starla Bennett and Elaina Lopez

Appendix A (Questions and Comments from Zoom Meeting)

From Christine Lovely to Everyone: 11:41 AM
Can we also have a presentation by the accountability board about the scope of their work and what actions they have taken?

From Kelly Ratliff to Everyone: 11:42 AM
Website: https://police.ucdavis.edu/

From Karl Engelbach to Everyone: 11:43 AM
PAB's annual report is available online at: https://pab.ucdavis.edu/sites/g/files/dgvnsk3751/files/inline-files/2018-19%20PAB%20Annual%20Report_Final.pdf

From Christine Lovely to Everyone: 11:44 AM
Thank you Karl. I'll take a look there.

From Sarah Meredith (she/her), CARE to Everyone: 11:45 AM
I'd love to hear from Diana about the research she's done.

From Jonathan Robert Minnick to Everyone: 11:46 AM
Has the box folder been created already? Just wondering… I may have missed something but I cannot find that shared folder in my own box.

From Krissy Ocampo to Everyone: 11:52 AM
^same, was wondering that too. Just checked my box and I don't see anything.

From Charron Andrus to Everyone: 12:01 PM
and Black women

From Sarah Meredith (she/her), CARE to Everyone: 12:02 PM
^^YES!

From Millie Copara (she/her) to Everyone: 12:02 PM
This ^

From Zeljka Smit-McBride to Everyone: 12:03 PM
It would be good to have a background info on what reforms have been done after pepper spray incident at UCD, how is that different from other UC Campuses, and what are the our specific UCD issues that we need to take into account in this Task Force.

From Mary Croughan to Everyone: 12:08 PM
With apologies to all, but I have to leave the meeting to travel to my next meeting in Sacramento. I look forward to our next meeting

From Dean Allison Brashear, UC Davis SOM to Everyone: 12:14 PM
can we get a central repository of the work that on going. There are many task forces that would inform others. For example at in the SOM, our students are impacted by staff, faculty and patients. All intersect.
kevin I agree- 30 is a lot of people. could we break this into topic areas?

From Toby Marsh to Everyone: 12:14 PM
I think that would be helpful.

From Sarah Meredith (she/her), CARE to Everyone: 12:15 PM
I think a presentation by Chief Farrow could be really helpful.

From Toby Marsh to Everyone: 12:16 PM
Can he cover both campuses?

From Molly Bechtel to Everyone: 12:17 PM
I'm curious to learn more about the accreditation program.
How do we measure up with the professional standards?

From Jonathan Robert Minnick to Everyone: 12:17 PM
Might be good to hear some of the major changes that have occurred since pepper spray (i.e. what have we done to change direction following that incident)

From Paul David Terry (He/Him) to Everyone: 12:18 PM
What does it mean to have fulfilled the accreditation process?

From Michael F. Sweeney to Everyone: 12:18 PM
I would like to know if he has any reforms/proposals that he would like to move forward on, but cannot because he is restricted by funding and/or UC systemwide governance/policies.

From Sarah Meredith (she/her), CARE to Everyone: 12:19 PM
With regard to the question of subcommittees, I could see some natural break-outs in terms of recruitment, training - including FTO training, disciplinary actions, compliance with POST, etc.

From Pamela Pretell to Everyone: 12:19 PM
I don't feel that a meeting is sufficient time for a presentation and Q&A for this topic. Would it be possible for Chief Farrow to prepare and record a presentation that is shared out ahead of the next meeting with other important relevant documents? That allows us to formulate questions and for him to prepare information for the meeting.

From Sarah Meredith (she/her), CARE to Everyone: 12:20 PM
@Mike - agreed. I'd like to hear the same

From Toby Marsh to Everyone: 12:23 PM
Agree with Mike

From Roxanne Grijalva to Everyone: 12:24 PM
I would be interested to know what type of trainings our police officers are already getting

From Millie Copara (she/her) to Everyone: 12:25 PM
@Roxanne - I second this.

From Renetta Tull to Everyone: 12:25 PM
@Pamela, We'll see what can be distributed in advance.

From Pamela Pretell to Everyone: 12:26 PM
Thank you Dr. Tull

From Ari Kelman to Everyone: 12:27 PM
Thank you, Renetta and Kevin, for your leadership on this crucial work. I'm grateful to you both and eager to be of service.

NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY TASK FORCE MEETING
Monday, August 17, 11:00 a.m.-12:30 p.m.

Agenda

Welcome (5 minutes) Kevin/Renetta

Bias Training (5 minutes) Kevin/Renetta

Available at: https://ucnet.universityofcalifornia.edu/working-at-uc/your-career/talent-management/professional-development/managing-implicit-bias.html

Police Accountability Board (5 minutes)

- Meeting on Sept. 8

Presentation: Chief Joe Farrow and Q&A (One hour) Chief Farrow

Sub-Committees/Workgroups (10 minutes) Kevin/Renetta

- Bibliography of Readings
- Website
- Focus Groups/Townhalls

New Business

NEXT MEETING: MONDAY, SEPTEMBER 14, 11-12:30 p.m.

Attachment: Notes to July 27 Task Force Meeting Starla Bennett/Elaina Lopez

Meeting Notes
Next Generation Reforms to Advance Campus Safety Meeting
August 17, 11:00 a.m.-12:30 p.m.

Committee (**attendees in bold**): **Kevin Johnson**, **Renetta Tull**, Charron Andrus, **Sheri Atkinson**, **Molly Bechtel**, Allison Brashear **(proxy Elissa Roeser)**, **Milagros Copara**, **Mary Croughan**, Hla Elkhatib, **Joe Farrow**, **Darryl Goss**, **Roxanne Grijalva**, **Ari Kelman**, **Vivian Khem**, **Kyle Kruegar**, **Christine Lovely**, **Toby Marsh**, Diana Martinez, **Sarah Meredith**, **Jonathan Minnick**, **Gillian Moise**, **Kristen Marie Ocampo**, **O. Adewale Osipitan**, **Pamela Pretell**, **Kelly Ratliff**, **Zeljka Smit-McBride**, Michael Sweeney, **Paul David Terry**, **Danica Tisdale Fisher**, **Hendry Ton**, Bruce Haynes, **Richard Tucker**. Also in attendance: **Starla Bennett**, **Elaina Lopez**

The meeting was called to order at 11:00 a.m.

Welcome from Kevin and Renetta

Bias Training

Information for training is available at https://ucnet.universityofcalifornia.edu/working-at-uc/your-career/talent-management/professional-development/managing-implicit-bias.html

Police Accountability Board

The Police Accountability Board (PAB) will be giving a presentation at the NACOLE Conference on Partnerships in Civilian Oversight of University Police, September 8, 2020 3:00 p.m. – 4:30 p.m. Noon PDT.
https://d3n8a8pro7vhmx.cloudfront.net/nacole/pages/1265/attachments/original/1591653243/Session_26_-_Partnerships_in_Civilian_Oversight_of_University_Police.pdf?1591653243

Police Accountability Board Website: https://pab.ucdavis.edu/

National Association for Civilian Oversight of Law Enforcement:
https://www.nacole.org/2020_annual_nacole_conference_20200830

Presentation of Chief Joe Farrow – A PowerPoint presentation was given by Chief Farrow (see attached). The presentation is available in Box.

Sub-Committee/Workgroups – Volunteers are needed for sub-committees on developing a Bibliography, Task Force, Website, Focus Groups/Townhalls, and possibly other topics. An email will be sent to solicit volunteers.

Meeting adjourned at 12:33 p.m.

Notes compiled by Starla Bennett and Elaina Lopez

Dated: August 25, 2020

NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY TASK FORCE MEETING
Monday, September 14, 11:00 a.m.-12:30 p.m.

Agenda

Welcome (5 minutes) Kevin/Renetta

Student Perspectives (15 minutes)

Areas of Improvement for UC Davis Police (30 minutes) All

NACOLE Conference (PAB) (5 minutes) All

Focus Group Presentation: Police Accountability Board (30 minutes)

Mikael Villalobos, Associate Chief Diversity Officer, Office of Diversity, Equity, & Inclusion
Megan Macklin, Program Manager, Office of Diversity, Equity, & Inclusion
Wendy Lilliedoll, Director of Investigations, Office of Compliance & Policy
Laura Izon, External Counsel, Atkinson, Andelson, Loya, Ruud, & Romo

Subcommittees (5 minutes)

New Business

NEXT MEETING: MONDAY, SEPTEMBER 28, 11-12:30 p.m.

Attachment: Notes to August 17 Task Force Meeting Starla Bennett/Elaina Lopez

(Also in Box)

Meeting Notes
Next Generation Reforms to Advance Campus Safety Meeting
September 14, 11:00 a.m.-12:30 p.m.

Committee (**attendees in bold**): **Kevin Johnson**, **Renetta Tull**, **Charron Andrus**, **Sheri Atkinson**, **Molly Bechtel**, **Allison Brashear**, **Milagros Copara**, Mary Croughan **(proxy Karl Mohr)**, **Hla Elkhatib**, **Joe Farrow**, Darryl Goss, **Roxanne Grijalva**, **Ari Kelman**, Vivian Khem, **Kyle Kruegar**, **Christine Lovely**, **Toby Marsh**, **Diana Martinez**, **Sarah Meredith**, **Jonathan Minnick**, **Gillian Moise**, Kristen Marie Ocampo, O. Adewale Osipitan, **Pamela Pretell**, **Kelly Ratliff**, **Zeljka Smit-McBride**, **Michael Sweeney**, **Paul David Terry**, Danica Tisdale Fisher, Hendry Ton, **Bruce Haynes**, **Richard Tucker**. Also in attendance: **Starla Bennett**, **Elaina Lopez**

The meeting was called to order at 11:00 a.m.

Welcome from Dean (School of Law) Kevin R. Johnson and Vice Chancellor for Diversity, Equity and Inclusion Renetta Garrison Tull

Student Perspectives:

Diana Martinez: There is a lack of connection between the police and the community. Campus police should connect with community leaders to build trust. The police department specifically must build trust with undocumented students.

Hla Elkhatib: There is a general fear associated with the police. Many students do not understand the difference between campus police and City of Davis police. There is a lack of transparency about the school's relationship with the Davis police department. The administration should show more acts of solidarity with the community on policing matters.

Kyle Krueger: There is a belief that reform has failed and more fundamental change is necessary. Students care about a diverse police department. Recent UC Davis graduates in the department are great.

Jonathan Minnick: Grad students long have been thinking about police reform. Meaningful and measurable change is needed. We need to make international students who fear deportation feel safe.

Gillian Moise: Loud voices favor abolition of the police over reform. That, however, may not represent what the average UC Davis student thinks. Many incidents require a response from mental health workers, not police officers.

Areas of Improvement for UC Davis Police. Feedback included:

- Increased Outreach: Bring Chief Farrow to the community to discuss changes in the police department and to receive feedback and answer questions. This will build trust and improve communication. Students appreciate the openness of Chief Farrow, who has been attending meetings.
- Uniforms: Many feel intimidated by police officers in uniform. Police should wear an outfit that shows who they are, but it need not be a police uniform. Non-uniformed police might be a

solution, such as Protective Service Officer (PSOs)/unarmed police force. Aggie Hosts could respond to cold crimes, take reports, and resolution after a crime. Campus police should respond to emergency calls. Campus police are trying to utilize more social workers.

- Abolition: Do we need police on campus? Why are police on campus? What does the ideal public safety force look like? If we eliminate campus police, law enforcement will fall under the jurisdiction of the Yolo County Sheriff's Department.
- Community Engagement: Create a position in police department to directly engage the community.
- Culture Change: The Police Department has been focused on changing the culture and moving toward a service focus.

Focus Group Presentation: Police Accountability Board (PAB) (see Attached Handout).

Mikael Villalobos, Associate Chief Diversity Officer, Office of Diversity, Equity, & Inclusion
Megan Macklin, Program Manager, Office of Diversity, Equity, & Inclusion
Wendy Lilliedoll, Director of Investigations, Office of Compliance & Policy
Laura Izon, External Counsel, Atkinson, Andelson, Loya, Ruud, & Romo

PAB has public meetings. PAB has worked well with Chief Farrow. He is willing to take corrective action. One question raised was whether PAB, or the Chief, should have the final determination of a complaint.

Subcommittee sign-ups: An email was sent to each member of the Task Force about subcommittees assignments: (1) Bibliography of Readings; (2) Website and Data; (3) Focus Groups and Town Halls; and (4) Task Force Report Writing. Everyone should sign up for a subcommittee. Kevin and Renetta will follow up with the groups and discuss the selection of a chair for each subcommittee.

Meeting adjourned at 12:28 p.m.

Notes compiled by Starla Bennett and Elaina Lopez

Dated: September 24, 2020

NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY TASK FORCE MEETING
Monday, September 28, 11:00 a.m.-12:30 p.m.

Agenda

Welcome (5 minutes)	Kevin/Renetta
Task Force Recommendations and Report (45 minutes)	All
Subcommittee Reports (30 minutes)	All

- **Bibliography of Readings**
- **Website and Data**
- **Focus Groups and Town Halls**
- **Task Force Writing Group**

Feedback on UC Bias Training (10 minutes)	All

New Business

NEXT MEETING: MONDAY, OCTOBER 19, 11-12:30 p.m.

Attachment (in Box): Notes to September 14 Task Force Meeting (Drafted by Starla Bennett and Elaina Lopez)

Meeting Notes
Next Generation Reforms to Advance Campus Safety Meeting
September 28, 11:00 a.m.-12:30 p.m.

Committee (**attendees in bold**): **Kevin Johnson, Renetta Tull, Charron Andrus, Sheri Atkinson, Molly Bechtel, Allison Brashear, Milagros Copara, Mary Croughan, Hla Elkhatib, Joe Farrow, Darryl Goss, Roxanne Grijalva, Ari Kelman, Vivian Khem, Kyle Kruegar, Christine Lovely, Toby Marsh, Diana Martinez, Sarah Meredith, Jonathan Minnick, Gillian Moise**, Kristen Marie Ocampo, O. Adewale Osipitan, **Pamela Pretell, Kelly Ratliff, Zeljka Smit-McBride, Michael Sweeney, Paul David Terry, Danica Tisdale Fisher, Hendry Ton,** Bruce Haynes, **Richard Tucker**. Also in attendance: **Starla Bennett, Elaina Lopez, Mariana Galindo-Vega**

The meeting was called to order at 11:01 a.m.

Welcomes from Dean (School of Law) Kevin R. Johnson and Vice Chancellor for Diversity, Equity and Inclusion Renetta Garrison Tull

Task Force Recommendations and Report. Discussions ensued on possible reforms. A discussion document was distributed before the meeting with reforms recommended in other reports. See attached. Feedback included:

- The Report will need to address the demands to abolish the UC Davis Police Department. There are strong views about abolition.
- The Budget of the UC Police Department has increased. The report may need to address that as well as transformation, improvements, etc. of the department.
- We need to define campus "safety" as every community member's responsibility and define what we mean by it.
- Need to recommend the creation of accountable institutional structures.
- Need a survey to the campus about perceived problems in policing, possible changes, etc.
- The report should make recommendations on procedural improvements.
- Need to recommend an increase in the UC Davis Police Department's community outreach.
- The report should address whether campus police officers carry firearms.

Subcommittee Reports

Bibliography of Readings: Gillian Moise/Mike Sweeney (co-chairs). The committee is working on a bibliography. Each source will be briefly summarized. The Robinson-Edley Report on the UC campus policing is worth a look.

Website and Data: The group has not yet met and a chair or co-chairs have not yet been selected. Jonathan Minnick will organize a subcommittee meeting.

Focus Groups and Town Halls: The group has not yet met and a chair or co-chairs have not yet been selected. Christine Lovely will organize a meeting. Because students are busy with the new academic year, it was suggested to wait a few weeks. Faculty are interested in town halls before the election. Town halls and a survey should provide much information.

Task Force Writing Group: The group has not yet met. Kevin Johnson will collaborate and draft a report for review by the Task Force. The Bibliography could be an appendix to the report.

Who is the "Client"? The consensus is that the community is the "client" for the Task Force. The report should focus on the safety of all members of the community.

Feedback on UC Bias Training: The group generally agreed that it was a good training program.

Closing Remarks: The next meeting is on October 19. Subcommittees should meet before then.

Meeting adjourned at 12:29 p.m.

Notes compiled by Starla Bennett, Elaina Lopez, and Mariana Galindo-Vega

Dated: October 4, 2020

NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY TASK FORCE MEETING
Monday, October 19, 11:00 a.m.-12:30 p.m.

Agenda

Welcome (5 minutes)	Kevin/Renetta
Draft Task Force Plan (20 minutes) (See Attachment) (Also in Box)	Kevin
Subcommittee Reports (20 minutes)	All

- **Bibliography of Readings**
- **Website and Data**
- **Focus Groups and Town Halls**
- **Task Force Writing Group**

Report to President Drake on Task Force Progress (10 minutes)	Renetta/Kevin
Police Chiefs Meeting (10 minutes)	Renetta
Election 2020 and Campus Safety (10 minutes)	Renetta

New Business

NEXT MEETING: MONDAY, NOVEMBER 9, 11-12:30 p.m.

Attachment (also in Box): Notes to September 28 Task Force Meeting (Drafted by Starla Bennett, Elaina Lopez, and Mariana Galindo-Vega)

Meeting Notes
Next Generation Reforms to Advance Campus Safety Meeting
October 19, 11:00 a.m.-12:30 p.m.

Committee (**attendees in bold**): **Kevin Johnson, Renetta Tull, Charron Andrus, Sheri Atkinson, Molly Bechtel, Allison Brashear, Milagros Copara, Mary Croughan, Hla Elkhatib, Joe Farrow**, Darryl Goss, **Roxanne Grijalva, Ari Kelman**, Vivian Khem, **Kyle Kruegar, Christine Lovely, Toby Marsh**, Diana Martinez, **Sarah Meredith**, Jonathan Minnick, **Gillian Moise, Kristen Marie Ocampo, O. Adewale Osipitan, Pamela Pretell, Kelly Ratliff, Zeljka Smit-McBride, Michael Sweeney, Paul David Terry**, Danica Tisdale Fisher, **Hendry Ton, Bruce Haynes, Richard Tucker**. Also in attendance: **Starla Bennett, Elaina Lopez, Maleah Vidal**

The meeting was called to order at 11:00 a.m.

Welcomes from Dean (School of Law) Kevin R. Johnson and Vice Chancellor for Diversity, Equity and Inclusion Renetta Garrison Tull

Task Force Plan (Distributed before the meeting with agenda. Attached). After discussion, the Task Force approved the plan. The Task Force will be informed when the plan is submitted to Chancellor May.

Subcommittee Reports

Bibliography of Readings: Gillian Moise/Mike Sweeney (co-chairs). The Task Force supported the idea of a bibliography of readings and agreed that it would be helpful to include it in the preliminary report and subsequently updated as necessary.

Website and Data: Jonathan Minnick and Paul David Terry are co-chairs. A PowerPoint presentation was shared during the meeting (link to slides).

Focus Groups and Town Halls: No chair has been selected. Everyone will share responsibilities. Slides were shared in advance of the meeting and on Zoom. Attached. Feedback included:

- Need to reach out to the National Organization of Black Law Enforcement (NOBLE)
- The Alumni Association has a large database (Black, Latinx, LGBTQ)
- Consider Ombudspersons as moderators
- It would be best to schedule the town halls at the first of the year

Task Force Writing Group: A draft of the preliminary report will be completed for review by the entire Task Force by December 1 at the latest.

Report to President Drake. Discussions revolved around what the report to President Drake should include. Ideas included providing an update to President Drake on Task Force progress to date, such as the establishing of subcommittees, planning outreach, implicit bias training, etc.

- The Task Force is taking the time necessary to collect information and provide good recommendations. The report will summarize community feedback.

- The Task Force report should include, among other things, matters that the Task Force believed were positive but could be improved.

Kevin Johnson will draft a letter for the Chancellor to report to President Drake.

Joint CDO/Police Chiefs Meeting on Oct 16. There was a meeting on October 16 with all the Police Chiefs and Chief Diversity Officers (CDOs) from the UC campuses to discuss police safety committees. Campus police chiefs have been meeting with UCOP weekly for eight weeks about policy revisions, training development, and data collection. There reportedly have been increased resignations/departures from Police Departments.

Elections 2020/Campus Safety – Discussion revolved around possible responses to the upcoming elections. The goal is to be prepared, but effectively increasing security depends on the nature of potential threats, which are unknown.

Meeting adjourned at 12:31 p.m.

Notes compiled by Starla Bennett and Elaina Lopez

Dated: October 26, 2020

Attachments

NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY TASK FORCE MEETING
Monday, November 9, 11:00 a.m.-12:30 p.m.

Agenda

Welcome (5 minutes) Kevin/Renetta

Status of Proposal to Chancellor (5 minutes) Kevin/Renetta

Report to President Drake (5 minutes) Kevin/Renetta

Discussion Topics from the Charge Letter (45 minutes) **Discuss and assess what a police department should look like for an educational environment and a health-focused one.**

1. What are its values and how should it reflect those values?
2. Whom does it serve?
3. How does it represent those it does serve and how should it bridge gaps?
4. How should its members interact with the community?
5. How should its members and the department as a whole be accountable to the community?
6. What practices or philosophies are worth preserving?
7. If we start from scratch, what does that look like?

PLEASE SIGN UP IN ADVANCE TO LEAD THE DISCUSSION OF ONE QUESTION (LIMIT FIVE MEMBERS PER QUESTION). PLEASE REPLY TO THIS EMAIL AND PLACE YOUR NAME NEXT TO THE QUESTION OF YOUR CHOICE. IF YOU WOULD LIKE TO SUBMIT YOUR WRITTEN THOUGHTS TO THE TASK FORCE BEFORE THE MEETING, PLEASE LET US KNOW AND WE WILL DISTRIBUTE THEM.

Subcommittee Reports (20 minutes) All

- **Bibliography of Readings** Gillian/Mike
- **Website and Data** Jonathan/Paul
- **Focus Groups and Town Halls** Christine
- **Task Force Writing Group** Kevin

New Business

NEXT MEETING: MONDAY, NOVEMBER 30, 11-12:30 p.m.

Attachment (also in Box): Notes to October 19 Task Force Meeting (Drafted by Starla Bennett and Elaina Lopez)

Meeting Notes
Next Generation Reforms to Advance Campus Safety Meeting
November 9, 11:00 a.m.-12:30 p.m.

Committee (**attendees in bold**): **Kevin Johnson**, **Renetta Tull**, Charron Andrus, **Sheri Atkinson**, **Molly Bechtel**, **Allison Brashear,** Milagros Copara, Mary Croughan, **Hla Elkhatib, Joe Farrow**, **Darryl Goss, Roxanne Grijalva**, **Ari Kelman**, Vivian Khem, **Kyle Krueger**, **Christine Lovely**, Toby Marsh, Diana Martinez, Sarah Meredith, **Jonathan Minnick, Gillian Moise**, Kristian Marie Ocampo, **O. Adewale Osipitan**, **Pamela Pretell, Kelly Ratliff, Zeljka Smit-McBride**, **Michael Sweeney,** Paul David Terry, Danica Tisdale Fisher, **Hendry Ton, Bruce Haynes, Richard Tucker**. Also in attendance: **Starla Bennett, Elaina Lopez, Maleah Vidal**

The meeting was called to order at 11:00 a.m.

Welcomes from Dean (School of Law) Kevin R. Johnson and Vice Chancellor for Diversity, Equity and Inclusion Renetta Garrison Tull

Status of Proposal to Chancellor. Kevin and Renetta were asked to report on the progress of the Task Force at the Chancellor's Leadership Council meeting on November 3. Chancellor May expressed openness to any and all Task Force recommendations.

Report to President Drake. A Task Force progress report was provided to Chancellor May for UCOP President Michael Drake. It was previously distributed to the Task Force and is in the Box.

Discussion Topics from the Charge Letter: The Task Force discussed what a police department should look like in a university and health-focused environment.

1. **What are its values and how should it reflect those values?** Whom does it serve? How does it represent those it does serve and how should it bridge gaps? How should its members interact with the community? Feedback included:

- The role of a campus police department in public safety needs further consideration. Focusing on safety – and defining campus safety – is important. The Task Force also must define the various responsibilities of the community for campus safety. Community input will help refine our approach.
- The community and police department must work together. Community trust of the police and the campus safety networks is critically important. The police must determine how the Police Department can best address the needs of the UC Davis community.
- The Task Force must squarely address the various demands to abolish the police department.
- Police duties currently include many tasks other than crime. The Task Force should consider additional staffing to relieve the police department of some duties. A crisis task force for suicide prevention and having mental health workers assist the police should be considered. The Task Force needs to address who should be contacted for assistance for something other than crimes. Many citizens currently call the police because there is no one else to call.

- In ensuring campus safety, the campus should consider un-uniformed safety persons as opposed to uniformed police officers.

2. **How should its members and the department as a whole be accountable to the community?** What practices or philosophies are worth preserving? If we start from scratch, what does that look like? Feedback included:

- The public safety function requires transparency, community input, decision-making, and accountability. Engaging the community in ensuring accountability is important.
- We must ensure that the Police Chief, who must be accountable, has the proper authority.
- UC Davis is the only UC to have something like the Police Accountability Board (PAB). On disciplinary matters, the Chief, not PAB, has the final say on discipline. The Task Force will continue to discuss whether the PAB or the Chief should have final decision-making authority.
- The UC Davis Police Department has extensive trainings. The campus needs to better communicate to the community the trainings and accomplishments of the department.

Subcommittee Reports

Bibliography of Readings: Gillian Moise/Mike Sweeney (co-chairs). The bibliography will be ready for inclusion in the preliminary report.

Website and Data: Jonathan Minnick/Paul David Terry (co-chairs). The subcommittee has developed a website that soon will be unveiled. The website will allow for greater transparency, promote trainings, and explain the responsibilities of the police department. Community members will be able to access and complete a survey on the website.

Focus Groups and Town Halls: The subcommittee is developing a plan for collecting community input. Specific weeks will be dedicated for targeted populations in winter quarter 2021. **The goal is to collect all community input by April 15.**

Task Force Writing Group: A draft preliminary report soon will be circulated to the Task Force. The draft will be discussed at the November 30 Task Force meeting.

New Business: The Task Force will need to identify speakers for the speaker series, which could incorporate the School of Law's Racial Justice speaker series. Chief Farrow has been selected as the new president of the board of directors National Alliance on Mental Illness (NAMI) California.

Meeting adjourned at 12:31 p.m.

Notes compiled by Starla Bennett and Elaina Lopez

Dated: November 19, 2020

NEXT GENERATION REFORMS TO ADVANCE CAMPUS SAFETY TASK FORCE MEETING
Monday, November 30, 11:00 a.m.-12:30 p.m.

Agenda

Welcome (5 minutes)	Kevin/Renetta
Discussion of Draft Preliminary Report (1 hour)	All
Subcommittee Reports (15 minutes)	All
• **Bibliography of Readings**	Gillian/Mike
• **Website and Data**	Jonathan/Paul
• **Focus Groups and Town Halls**	Christine
Discussion of EAB's Webinar (10 minutes)	Renetta

New Business

NEXT MEETING: MONDAY, JANUARY 11, 11:00 a.m. – 12:30 p.m.

- **Task Force Meeting Dates for 2021 (all 11:00 a.m.-12:30 p.m.):**
- Monday, January 11
- Monday, February 1
- Monday, February 22
- Monday, March 15
- Monday, April 5
- Monday, April 26
- Monday, May 17
- Monday, June 7

Attachments (also in Box): Notes to November 9 Task Force Meeting (Drafted by Starla Bennett and Elaina Lopez); Draft Preliminary Report

Next Generation Reforms to Advance Campus Safety Meeting Notes
November 30, 11:00 a.m.-12:30 p.m.

Committee (**attendees in bold**): **Kevin Johnson**, **Renetta Tull**, **Charron Andrus**, **Sheri Atkinson**, **Molly Bechtel**, **Allison Brashear**, Milagros Copara, **Mary Croughan**, **Hla Elkhatib**, **Joe Farrow**, **Darryl Goss**, Roxanne Grijalva, **Ari Kelman**, Vivian Khem, **Kyle Krueger**, **Christine Lovely**, Toby Marsh, Diana Martinez, **Sarah Meredith**, **Jonathan Minnick**, **Gillian Moise**, **Kristian Marie Ocampo**, O. Adewale Osipitan, **Pamela Pretell**, Kelly Ratliff, **Zeljka Smit-McBride**, **Michael Sweeney**, **Paul David Terry**, Danica Tisdale Fisher, Hendry Ton, **Bruce Haynes**, **Richard Tucker**. Also in attendance: **Starla Bennett**, **Elaina Lopez**, **Maleah Vidal**

The meeting was called to order at 11:01 a.m.

Welcomes from Dean (School of Law) Kevin R. Johnson and Vice Chancellor for Diversity, Equity and Inclusion Renetta Garrison Tull

Discussion of Draft Preliminary Report – Feedback on the draft included:

- Thanks for all the hard work and thoughtfulness in drafting the report, which accurately reflects the opinions of Task Force.
- The focus on communication, transparency, and public safety are important.
- The report stays neutral.
- The report provides the breadth and depth of the police department.
- The report captures the possible options identified to this time. The final report will incorporate community input from surveys, town halls, and other methods.
- When referring to faculty, the report should acknowledge the Academic Federation as well as Academic Senate members.
- To offer the full consequences of abolition, the report should clearly differentiate between the Yolo Sheriff Department and the UC Davis Police Department and note that, if the campus police department was abolished, the Sheriff's Office would assume jurisdiction. Victims of assault/abuse are treated respectfully from UC Davis police. Survivors are more likely to report to UC Davis police than city police.
    - Discussions revolved around the UC Davis Police Department. There are two extreme views: (1) A negative one due to the 2011 pepper spray incident; and (2) a positive one that the officers are doing good job. The lasting trauma of the pepper spray incident should be recognized and acknowledged.
    - The **Reynoso report** lists mistakes made by the administration, as well as the police. One immediate reform was that the UC Davis police no longer appear at protests unless the event may cause threats to human life. Since reforms, the Police Department has worked well with Student Affairs on protest matters.
    - The final report might include a timeline and an outline of the chain of command.
- The report should emphasize the mental health issues discussed.
- A revised version of the report will be distributed next week.

Subcommittee Reports

Bibliography of Readings: **Gillian Moise/Mike Sweeney** (co-chairs). The Bibliography of Readings will be completed by December 4. Data collection will be incorporated including demographic data, campus climate surveys, and implicit bias trainings. Chief Farrow will provide UC Davis Police Department demographics. The Police Department will also be required by a new law to collect data starting January 2022. Reports will be regularly posted on the website. Data will show police activity and the outcomes.

Website and Data: **Jonathan Minnick/Paul David Terry** (co-chairs). The website is under construction and is ready for content. It will be interactive and public interfacing, making it easy to access information. The website will include committee member biographies. The website will also include a place where people can share their stories.

Focus Groups and Town Halls: The subcommittee is developing a plan for scheduling town halls at times to accommodate international students in different time zones and will develop a collection of questions. Preference was expressed for town halls to be through standard Zoom format rather than through webinar format. The town halls may be relatively small in size (30-40) to encourage participation. The subcommittee is seeking a facilitator.

EAB: The **EAB** discussion was carried-over to the next meeting.

Meeting adjourned at 12:33 p.m.

Notes compiled by Starla Bennett and Elaina Lopez
Dated: December 7, 2020

Appendix D: Bibliography of Readings

Research on Policing: Annotated Bibliography

Maddie Ghosh, Bruce Haynes, Joanna Kwong,

Gillian Moise, Michael Sweeney, and Maleah Vidal (with Diana Flores)

Bibliography of Readings Subcommittee

Next Generation Reforms to Advance Campus Safety Task Force

The University of California, Davis

December 14, 2020

Research on Policing: Annotated Bibliography

On the Abolition of Police: History and Scholars

Pettit, E. (2020, July 9). *Some scholars have long talked about abolishing the police. Now people are listening. What comes next?* The Chronicle of Higher Education. https://www.chronicle.com/article/Some-Scholars-Have-Long-Talked/249149

According to Pettit, abolition is not a new concept. Rather, it's an idea with a long history interwoven with African Americans' continued struggle for freedom. But only recently, after the killing of George Floyd, has the concept become mainstream. The author demonstrates how proponents of abolition have called for the defunding of police in order to reallocate those monies towards "public health, education, and social work" and simultaneously alleviate the need for punitive measures.

Pettit also explores how academics who advocate police abolition now feel vindicated after years of being criticized for their views. Traditionally, it's been the expectation that social scientists and other theorists disconnect their politics from their scholarship, but for many academics, a move toward police abolition "is a logical endpoint of their research."

Scavone, J. (2020, June 10). *Reform, defund or abolish the police? As more municipalities weigh the future of their police departments, UNLV professors explain what these movements mean and how they would work.* University of Nevada, Las Vegas. https://www.unlv.edu/news/article/reform-defund-or-abolish-police

With ongoing protests across the country in response to police killings of unarmed African Americans, "calls to reform, defund, or outright abolish" the police are gaining traction. One idea that is growing in popularity is to dismantle existing police departments and replace them with "a

new model for public safety." In this article, three professors at the University of Nevada, Las Vegas, give their views on the topic.

Javon Johnson points out that police are sometimes trained by the same people that train the military and that such training teaches that "anything can go bad at any given moment" and leads to police responding to situations while "on edge." He denounces the use of campus police for mental health calls and instead advocates the incorporation of emergency mental health workers, unarmed community patrols, and crisis teams. Bill Sousa explains what calls to defund the police imply: "analyzing … and in many cases, reducing police budgets and using that funding for schools or social programs or mental health services, homeless outreach, [and] youth programs." Tyler D. Parry considers the potential consequences of abolishing police forces in a society where ordinary citizens are well-armed. Parry questions who will handle ill-intentioned armed individuals if we abolish the police and whether or not abolishing the police will lead to greater "private security forces" such as "hired guns or militias."

Campus Police: Emergence, History and Trends

Anderson, M.D. (2015, September 28). *The rise of law enforcement on college campuses: The number of officers has continued to expand despite plateauing crime rates at universities.* The Atlantic.

https://www.theatlantic.com/education/archive/2015/09/college-campus-policing/407659/

In this article, Anderson analyzes the paradoxical relationship between the decrease in the rate of crime on college campuses and the increase of armed campus police across colleges and universities throughout the United States. Anderson acknowledges that this increase was in part a response to the federal Clery Act of 1990 "that obligates colleges and universities to track,

compile and disclose crimes on and near their campus, provide timely notification of safety threats, and report on criminal activities," but asserts that the swelling and militarization of campus police is incommensurate with current crime data collected by the Justice Department.

What's more, because sworn campus police officers undergo similar training as do municipal police officers, there's a growing concern that not much attention is paid to diversity and equity, and de-escalation strategies. This is especially true for universities with large police forces such as The University of Chicago and George Washington University. In response to these developments, a widespread movement advocating reform has developed among student activists enrolled in universities throughout the United States.

Reaves, B.A. (2015). Special report: Campus law enforcement, 2011-12. *U.S. Department of Justice*. https://www.bjs.gov/content/pub/pdf/cle1112.pdf

The data presented in this report are drawn from the Bureau of Justice Statistics' (BJS) 2011-12 Survey of Campus Law Enforcement Agencies. The primary targets of the survey were campus police agencies serving four-year higher education institutions with fall enrollments at 2,500 or more. U.S. military academies, for-profit institutions, and online colleges and universities were excluded from participation.

Notable in the findings is the increase in the use of armed police officers (compared to 2004-05) and the increase in the number of sworn police officers on campus. Moreover, the survey revealed that nearly all sworn campus police officers were authorized to use a sidearm, chemical pepper spray, or a baton in the course of their duties. A majority of sworn officers also had jurisdictions beyond the campus premises. Adding to this, many campus law enforcement agencies had MOUs with local police forces. The study found that law enforcement agencies at

public institutions were more likely than those at private institutions to engage with special interests groups on campus. Most institutions, public and private, had emergency alert systems in place for all campus affiliates.

Sloan, J.J. (1992). The modern campus police: An analysis of their evolution, structure, and function. American Journal of Police, (11)2, 85-104. https://heinonline.org/HOL/Page?handle=hein.journals/ajpol11&div=18&g_sent=1&casa_token=&collection=journals

This article evaluates the evolution and offers a typology of modern campus policing systems. According to Sloan, in the early days of "campus policing" unofficial "watchmen," who were often retirees from previous employment, were primarily responsible for guarding campus premises in the event of damage from fire, water, or other unforeseen circumstances. In the 1930s and 40s, these men began to take on additional responsibilities including the enforcement of campus policies. With an increase of student enrollment in the 1950s, campus security expanded even further. Municipal officers were brought onto campuses. And finally, in the wake of campus unrest in the early 1960s and late 1970s, the modern form of campus policing emerged with sworn officers now responsible for safety on U.S. campuses.

The conclusions outlined by the author are based on data drawn from surveys distributed to the officers on the police forces of 10 large universities in the United States. The data were collected in the late 1980s. Ultimately, Sloan found that campus police officers tend to approach their jobs in a similar manner to municipal police officers. They also tend to have similar backgrounds: largely white, male, and without college degrees. Sloan contends that both campus

and municipal police officers *rhetorically* emphasize the service they provide to the community. And campus police officers generally report favorable attitudes toward university students.

Sloan, J.J., Lanier, M.M., & Beer, D.L. (2000). *Policing the contemporary university campus: Challenging traditional organization models*. Journal of Security Administration, 23(1), 1-2. https://www.researchgate.net/profile/John_Sloan7/publication/313524742_Policing_the_contemporary_university_campus_Challenging_traditional_organizational_models/links/5b0c21804585157f871c108b/Policing-the-contemporary-university-campus-Challenging-traditional-organizational-models.pdf

The authors of this article provide a brief overview of the evolution of campus policing and how it's come to model municipal policing practices in terms of *how* procedures are carried out as well as an emphasis on professionalization. Ultimately, the authors conclude that municipal police agencies may not be the best model for campus police given the distinct communities they serve and suggest instead a community oriented policing (COP) approach.

Whitford, E. & Burke, L. (2020, June 5). *Students demand campuses cut ties with police*. Inside Higher Ed. https://www.insidehighered.com/news/2020/06/05/students-demand-universities-break-ties-local-police-few-have

Following the muder of George Floyd, an unarmed black man, by Derek Chauvin, a white police officer in Minneapolis, Minnesota, student activists at colleges and universities across the United States have called for a reassessment of the role of police at institutions of higher education. These

activists argue "that policing institutions enact violence upon black people and uphold white supremacy."

In response to demands to cut ties with local police and disband campus police departments, college administrators have highlighted that such measures are impracticable and that serious emergencies or crimes require police intervention. Instead, college administrators have been more amenable to implementing new training procedures and other reform measures designed to improve relations between the police and community members.

Slave Patrols: Early Form of Policing in the South

Abdelfatah, R. & Arablouei R. (Hosts) (2020, June 4). American Police [Audio Podcast Episode]. In *Throughline*. NPR. https://www.npr.org/transcripts/869046127

Historian Khalil Gibran Muhammad explains that forms of policing have been in existence in the United States even prior to its establishment as an independent nation. Moreover, some of the country's first police forces were created with the express purpose of enforcing slave codes—a set of rules designed to regulate every facet of the lives of enslaved Africans. According to Muhammad, such codes gave nearly all white people, whether they owned propety or not, the power to regulate black people's movements. The participation of propertyless white men in this system of direct control over the lives of blacks, both free and enslaved, helped to create a sense of a collective interest in subjugating blacks in order to "protect" the white community.

This collective interest among whites was further consolidated with the professionalization of police forces in the prohibition era. In the early 20th century, Berkeley, CA's police chief, August Vollmer, created the first centralized police record system and advocated education requirements for police officers in order to elevate their social standing. This coincided with the

consolidation of distinct European ethnic groups into one larger white racial category. Ultimately, white ethnic moral crime panics subsided and the idea that the black race was more prone to criminality was further entrenched.

Police Union Contracts as Barriers to Reform

Greenhouse, S. (2020, June 18). *How police unions enable and conceal abuses of power*. The New Yorker. https://www.newyorker.com/news/news-desk/how-police-union-power-helped-increase-abuses

This article reviews a recent study that found a direct correlation between the extent of protections in union contracts and police violence against citizens. It also notes other recent studies that found collective bargaining rights led to an increase in police violence and protection of officers who disproportionately use force against people of color. Additionally, the studies found that current methods for disciplining police officers are essentially toothless because most investigations do not result in discipline and if it does, the discipline is light.

The article notes that police unions have gained many protections because they have a great deal of influence and political support from Republicans. It ends by critiquing police unions, stating that when they use the power of collective bargaining for unjust ends, it becomes society's responsibility to deny unions the ability to use collective bargaining for those purposes.

Ingraham, C. (2020, June 10). *Police unions and police misconduct: What the research says about the connection*. The Washington Post. https://www.washingtonpost.com/business/2020/06/10/police-unions-violence-research-george-floyd/

This article reviews criminology research and finds that a prevailing belief is that police unions have a negative effect on innovation, accountability, and police-community relations. Oftentimes, police unions are resistant to reforms because their mandate is to protect the interests of their members at all costs. Findings from the research demonstrate that 1) unionized police officers receive more excessive force complaints and are more likely to kill citizens, especially citizens of color, but are more likely to defeat the allegations in disciplinary hearings; 2) unionization effectively increases solidarity among police officers, which strengthens the code of silence that protects those accused of misconduct; and 3) certain union contract provisions provide mechanisms that make it difficult to detect misconduct and punish police officers.

Levinson, R. (2017, January, 13). *Across the U.S., police contracts shield officers from scrutiny and discipline*. Reuters. https://www.reuters.com/investigates/special-report/usa-police-unions/

The investigative report analyzed 82 police union contracts and found a pattern of protections afforded to officers that run counter to accountability. For one, a majority of the contracts require departments to erase disciplinary records after a certain time period. Nearly half of the contracts allow officers accused of misconduct to access their investigation file prior to being questioned about the incident. Many contracts allow officers accused of misconduct to forfeit sick leave or holiday and vacation time instead of serving suspensions. Many contracts also establish short time limits for citizens to file complaints about officers and require an officer's written consent before the department can publicly release their discipline records. In defense, the National Fraternal Order of Police argues that their aim is not to keep bad officers in the profession, but to ensure that due process rights are provided to those disciplined.

Rushin, S. (2017). Police union contracts. *Duke Law Journal, 66(6)*, 1191-1266 & i-xviii.

https://scholarship.law.duke.edu/cgi/viewcontent.cgi?article=3890&context=dlj

This law review article analyzes 178 collective bargaining agreements that govern the working conditions of municipal officers in states that permit or require collective bargaining in police departments. Most states permit collective bargaining over police employment terms, including the content of internal disciplinary procedures. Such agreements negotiated outside of public view can frustrate accountability efforts as these agreements often limit officer interrogrations after alleged misconduct, mandate the destruction of disciplinary records, ban civilian oversight, prevent anonymous civilian complaints, indemnify officers in civil lawsuits, and limit the length of internal investigations. The article concludes by noting how states could use labor law to increase transparency and community participation in the negotiation of union contracts.

Scheiber, N., Stockman, F., & Goodman, J. (2020, June 20). *How police unions became such powerful opponents to reform efforts*. The New York Times.

https://www.nytimes.com/2020/06/06/us/police-unions-minneapolis-kroll.html

This article explains the power behind police unions and how it is used to prevent reform efforts. For one, unions aggressively protect members accused of misconduct at arbitration hearings, which they have fought to keep closed to the public. Additionally, unions have great political influence and are often successful in defeating efforts to increase accountability. Furthermore, politicians are hesitant to cross unions because unions have previously resorted to harsh rhetoric to attack proponents in support of reform proposals.

Ward, S. (2020, July 1). *Do police union contracts inhibit reform?* ABA Journal. https://www.abajournal.com/web/article/does-collective-bargaining-in-police-contracts-prohibit-police-reform

This article examines police union contract provisions that prevent and undermine efforts made towards accountability and discipline. Some of these provisions include requiring deletion of misconduct complaints after a certain time period, and a "cooling off" period after an officer involved shooting, which prevents management from questioning the officer immediately after the incident. The article notes one example demonstrating the effects of these provisions: Police officer Derek Chauvin, who was arrested and charged with the murder of George Floyd, had at least 17 misconduct complaints, but only received two letters of reprimand as discipline. Even if an officer receives a serious disciplinary action, it is often challenged and reversed through union grievances, making management's discipline decisions toothless. The article ends by challenging management and unions to take ownership in changes for police reform. Ultimately, management is responsible for upholding union contracts and so, management should not agree to a contract if they do not stand by the provisions.

UC Davis Policing: Before and After "Pepper Spray"

Reynoso Task Force. (2011). *The Reynoso Task Force Report*. The University of California, Davis. https://demonstrationreviews.ucdavis.edu/local_resources/pdf_documents/reynoso-report.pdf

On November 18, 2011 an incident where UC Davis student protesters were pepper sprayed by UC Davis police left an indelible mark on the campus community. Not long after the incident occurred a task force chaired by Cruz Reynoso (Professor Emeritus, School of Law, UC Davis,

and Former Associate Justice, California Supreme Court) was formed and charged with identifying the parties responsible for the 2011 incident.

The task force found that the deployment of the UCD police to remove the encampments (erected by student protestors) should have been delayed or an alternative approach, altogether, should have been used instead. The task force also found that the National Incident Management System (NIMS)/California's Standardized Emergency Management System (SEMS) was not utilized on November 18, 2011. These systems, per the task force, could have mitigated the events that ultimately did occur that day. There was also ambiguity around whether or not the police and campus administration had a legal basis for dismantling the encampment in the first place. Ultimately, both the decision to remove the tents and the time at which the tents were removed (3 PM that day) originated with university leadership. These decisions were made without the backing of robust intelligence.

Implicit Bias and the Law

Gladwell, M. (2019). Introduction: "Step out of the car!" In *Talking to Strangers*. Little, Brown and Company

"Step Out of the Car!," recounts an event when a white police officer apprehended Sandra Bland, a young African American woman who failed to signal her car when she made a lane change. She was arrested and jailed, and she subsequently committed suicide in her cell three days later. This unfortunate event took place in the wake of the Black Lives Matter movement.

Payne, K., Niemi, L. & Doris, J. (2018, March 27). *How to think about 'implicit bias'*. Scientific American. https://www.scientificamerican.com/article/how-to-think-about-implicit-bias/

The article provides a brief introduction to implicit bias by explaining what it is and how it impacts everyday life. It goes on to discuss the pros and cons of the Implicit Association Test (IAT), which was developed by Harvard University to measure one's attitude and beliefs about certain groups of people.

Young, H. (2013, July 30). *The challenges of talking about race*. Aljazeera. https://www.aljazeera.com/opinions/2013/7/30/the-challenges-of-talking-about-race/

This article discusses how implicit bias played a role in the criminal case of George Zimmerman. Specifically, whether negative stereotypes that associate black people with violence and criminality influenced Zimmerman's actions or the jury's acceptance of his self-defense assertion. It goes on to acknowledge people's reluctance to discuss race and encourages frank conversations about race to help eliminate stereotypes and assumptions. Lastly, the author provides his "four steps toward racial equality," which includes recognizing our own biases; acknowledging racial inequality; realizing that it has long been a discussion among people of color; and seeking opportunities to converse with others about racial realities.

Appendix E: Speaker Series

Racial Justice Speaker Series

As protests over police brutality and systemic racism have swept the nation, UC Davis School of Law has reaffirmed its longtime commitment to racial justice. Throughout 2020-21, the law school will offer a Racial Justice Speaker Series examining some of the most urgent issues facing our nation and world today.

The series has gathered leading voices on civil rights, criminal justice, and civic and governmental responsibility. The goals are to inform, enlighten, and - most important - engage in meaningful conversation with our King Hall community and the larger public.

Click here to watch previous recorded Racial Justice Speaker Series sessions (https://law.ucdavis.edu/racial-justice-speaker-series/video-recordings.html)

Sept. 16, 2020

12:15-1:15 p.m. PST

'A riot is the language of the unheard': Is Racial Justice Possible in America?

Brendon Woods
Alameda County Public Defender

Appointed in December 2012, Brendon Woods is the first Black Chief Public Defender in Alameda County's history and is currently the only Black Chief Public Defender in California. Woods has 20 years of experience in criminal defense litigation and leads a staff of 170 in providing superior legal defense in more than 3,000 new files monthly.

Woods is committed to providing holistic representation to his clients and is a nationally recognized leader in public defense. He is a board member and former president of the California Public Defenders Association, and was honored with the Harvard Law School Wasserstein Public Interest Fellowship for outstanding public service.

From a young age, Woods' formative experiences with law enforcement steered his life and career toward public defense. He feels fortunate to fight for those battling systems of oppression, and strives to reshape the discourse and nature of public defense and criminal justice as a whole.

Sept. 23, 2020

12:15-1:15 p.m. PST

'Protests and Pandemic: An equity response'

Darrell Steinberg
Mayor of Sacramento, UC Davis Law '84

Darrell Steinberg is one of Sacramento's most accomplished public servants, serving the Sacramento community for more than 20 years. He is a graduate of the UC Davis Law Class of 1984.

Steinberg served on the Sacramento City Council and later ran for State Assembly and then State Senate, becoming the first Sacramentan to serve as President of the Senate in more than 125 years.

During his tenure in the Legislature, Steinberg championed economic development, education reform, building sustainable communities and major investments in healthcare and education.

With Steinberg as mayor, development will soon start on the long-vacant railyard north of downtown and Sacramento will become the next Major League Soccer city.

Oct. 21, 2020

12:15-1:15 p.m. PST

'The family in inequality debates'

Robin Lenhardt

Professor, Georgetown Law

Robin A. Lenhardt was formerly a Professor of Law and Faculty Director of the Center on Race, Law and Justice at Fordham Law School. Professor Lenhardt specializes in matters pertaining to race, family, and citizenship. Before entering legal academia, Professor Lenhardt held a number of positions in the private and non-profit sectors.

A law clerk to U.S. Supreme Court Justice Stephen G. Breyer and Judge Hugh Bownes of the U.S. Court of Appeals for the First Circuit, Professor Lenhardt was formerly a Counsel in the Washington, D.C. office of Wilmer, Cutler & Pickering, where she was a member of the litigation team that defended the University of Michigan in the *Grutter v. Bollinger and Gratz v. Bollinger* affirmative action lawsuits.

Professor Lenhardt received a Skadden Foundation Fellowship to work as a staff attorney for the National Lawyers' Committee for Civil Rights and was employed as an attorney advisor in the U.S. Department of Justice's Office of Legal Counsel. She later returned to DOJ to review civil rights issues as part of President Barack Obama's transition team.

Oct. 27, 2020

12-1 p.m. PST

'The trauma of injustice'

Angela Onwuachi-Willig

Dean, Boston University School of Law

A graduate of Grinnell College (B.A.), University of Michigan Law School (J.D.), and Yale University (Ph.D.), Angela Onwuachi-Willig is Dean and Professor of Law at Boston University School of Law. Previously, she served as Chancellor's Professor of Law at the UC Berkeley.

She is author of *According to Our Hearts: Rhinelander v. Rhinelander and the Law of the Multiracial Family* and numerous articles in leading law journals like the *Yale Law Journal, California Law Review, Virginia Law Review, Georgetown Law Journal, Northwestern University Law Review*, and *Vanderbilt Law Review.*

She is the recipient of numerous teaching awards, a former Iowa Supreme Court finalist, a recipient of Law and Society Association's John Hope Franklin Award, an elected member of the American Law Institute, and the first professor (along with her co-author Dean Mario Barnes of the University of Washington School of Law) to receive both the AALS's Clyde Ferguson and Derrick Bell Awards. Most recently, she was honored as an EXTRAordinary Woman in Boston in spring 2020.

Additionally, she and four black women decanal colleagues—Danielle Conway (Penn-State Dickinson Law), Danielle Holley-Walker (Howard Law), Kim Mutcherson (Rutgers Law), and Carla Pratt (Washburn Law)—were selected to be the inaugural recipients of the AALS Impact Award in recognition of the extraordinary work they performed in collating the Law Deans Antiracist Clearinghouse Project in January 2021.

Co-sponsored by:

Aoki CENTER

Nov. 19, 2020

12-1 p.m. PST

'When public defenders fall short'

Irene Oritseweyinmi Joe
Professor, UC Davis School of Law

Professor Irene Oritseweyinmi Joe will discuss the public defender's role in addressing racial injustice and the ways in which it may fall short. She will use her own experience as a public defender to provide context to her research that: (1) examines how the institution falls short in representing its clients and (2) how the institution falls short in caring for the attorneys and support staff who aim to provide quality representation. As her scholarship summarizes, although these shortcomings cannot be laid squarely at the feet of public defenders because of state funding decisions and prosecutorial discretion, they do require some reflection from those committed to providing a quality defense to indigent clients. Joe argues that only after this reflection can the public defender institution even come close to fulfilling its obligation to provide a barrier to the racial abuse that can result from a state government's improper exercise of power on its own citizenry.

REGISTER HERE
(https://ucdavislaw.zoom.us/meeting/register/tJEscOytpzgvHdxHWHuCP5CkEDUws9U14Kb3)

Jan. 25, 2021

12-1 p.m. PST

Tracie Olson
Yolo County Public Defender

March 3, 2021

12:15-1:15 p.m. PST

Paul Butler
Professor, Georgetown Law

March 9, 2021

12-1 p.m. PST

Song Richardson
Dean, UC Irvine Law

March 31, 2021

12-1 p.m. PST

Gabriel "Jack" Chin

Professor, UC Davis School of Law

April 7, 2021

12-1 p.m. PST

Raquel Aldana

Professor, UC Davis School of Law