

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

Annual Report (2019-2020)

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June 30, 2020

Dear Chancellor Christ,

Over the last month, people in all fifty states and across the globe have participated in protests against racism and police violence, sparked by the police killing of George Floyd in Minneapolis on May 26th. These events are happening in the midst of a pandemic that has had a devastatingly disproportionate impact on Black people in the United States. In this moment, leaders must align their actions with the call that Black Lives Matter. The police killings of George Floyd, Breonna Taylor, and Rayshard Brooks, and the protests that have followed, compel university leaders to reexamine the role of policing on campus and to take seriously calls from students, staff, and faculty to imagine [new methods of ensuring community safety that do not rely primarily on armed officers](#).

These calls from UC students, staff, and faculty follow more than a decade of organizing, activism, and advocacy from UC-Berkeley's student organizations, including the Black Student Union (BSU) and the Associated Students of the University of California (ASUC). These groups, working in collaboration with student and staff partners on UC campuses, have led years of systemwide and campus-based organizing efforts advocating for greater transparency and accountability in policing on and near UC campuses. In 2017, the University of California Academic Senate's University Committee on Faculty Welfare (UCFW), echoed these recommendations in its [Report of the Systemwide Public Safety Task Force](#). In 2019, the [Presidential Task Force on Universitywide Policing](#) recommended that each campus establish an Independent Advisory Board on Policing to work with campus leadership, the campus community, and the campus police department to identify, make recommendations, and address issues involving the safety and quality of life of students, staff, and faculty.

UC Berkeley was the first UC campus to establish its Independent Advisory Board. In partnership with stakeholders across campus, the Independent Advisory Board on Police Accountability and Community Safety (IAB) held its first meeting on Thursday, September 19, 2019. Although formally established at the direction of UC President Napolitano, persistent demands from students, staff, and faculty required that UC-Berkeley's IAB move beyond narrow technocratic concerns with campus policing to focus its efforts on the [context-specific needs and concerns of students](#), staff, and faculty, especially those who have historically been most impacted by negative encounters with policing on and near campus.

This report serves as the board's inaugural report and memorializes the history, structure, charge, and bylaws of the board. The report also provides a set of recommendations and action items for you and the incoming board to pursue in partnership with other campus leaders and administrative units beginning July 2020. These recommendations are focused on the following five areas: Alternative Approaches to Community Safety; Community Outreach and Engagement; Local Partnerships and Government Relations; People & Culture (formerly Human Resources) and Centering Community Safety in Covid-19 Responses.

In addition to the recommendations for immediate action included in this report, the voting members of this board call on campus leaders and members of the community to use this report as a starting-point to imagine and build a system of community safety that centers the humanity and safety of the least served in order to serve all. This includes imagining and establishing a campus in which calls to defund, demilitarize, and disarm UCPD are realized.

To that end, IAB leadership and voting members support the recommendations of the Academic Senate's Academic Council that were delivered to outgoing President Janet Napolitano on June 29, 2020:

- 1) Substantially defund general campus police and redistribute those resources to the study and development of alternative modes of campus safety that minimize and/or abolish the reliance on policing and other criminalizing responses.
- 2) Invest in resources that promote mental and physical wellbeing of the campus community, specifically support services for Black students as well as for other marginalized student groups who have been historically targeted by police violence.
- 3) Ban firearms as standard equipment for police on the general campus.
- 4) Dissolve any existing partnership or cooperation agreements with non-UC law enforcement agencies and terminate any agreements to allow non-UC law enforcement agencies access to campus facilities or property.
- 5) Assemble groups at both the campus and systemwide level to discuss these recommendations and how to begin implementing them within a three-year period. In doing so, these groups should prioritize the participation of those who have traditionally experienced violence and mistreatment at the hands of police. Similar steps should also be considered at the health campuses to address the policing issues identified above, recognizing the higher security needs in these environments.

Although the majority of public colleges and universities rely on sworn, armed police officers, [just over a third of private colleges do so](#).¹ The University of British Columbia and New York University are two large, city-based universities that do not have armed police forces on campus. The idea that leaders in government and education might rethink their reliance on police departments to ensure safety may have seemed unthinkable to some just a short time ago. In the days and weeks following the protests in Minneapolis, the University of Minnesota severed some of its ties to the Minneapolis Police Department; the Minneapolis Public School District moved to remove police from their schools²; and the City of Minneapolis City Council

¹ Reaves, Brian. "Campus Law Enforcement, 2011-12." *Bureau of Justice Statistics (BJS)*, 20 Jan. 2015, www.bjs.gov/index.cfm?ty=pbdetail&iid=5216.

² Otárola, Miguel, and Paul Walsh. "Minneapolis Park Board Votes to End Relationship with Minneapolis Police, Differentiate Uniforms." *Star Tribune*, Star Tribune, 4 June 2020, www.startribune.com/park-board-votes-unanimously-to-end-working-with-police-in-minneapolis/570982312/.

voted to defund its police department and reassemble³ in its place a system of public safety that significantly reduced its reliance on law enforcement.⁴ Leaders in Los Angeles and San Francisco took action to divert calls to law enforcement to other professional and social services. The Oakland Unified School District [recently voted](#)⁵ in favor of the “George Floyd Resolution to Eliminate Oakland Schools Police Department,” which will eliminate the OUSD police department and redirect its \$2.5 million annual budget to student support services and restorative justice efforts.

As Chancellor, you have joined these leaders in making a public commitment to actions that require us to reexamine the role of law enforcement on campus, reduce the scope of law enforcement's responsibilities on campus, and reimagine ways to ensure community safety that do not rely on armed officers. As you acknowledged in your campus message on June 18, 2020, these actions are a starting point - there is much more work to do. The recommendations provided in this report reflect the wide-ranging expertise and intellectual labor of the members of the IAB and demonstrates the value of this board to the campus community. The IAB is ready and eager to partner with you and the community in this work.

We would like to thank the voting members of the IAB for their tireless efforts throughout the year and especially over the last month. We also thank the non-voting members of the board for the consultation they provided throughout the year and UC-Berkeley undergraduate Shefali Das for her research assistance and contribution to this final report. We also thank you for your continued support of our work.

Sincerely,

Professor Nikki Jones
Faculty Co-Chair

Rachel Roberson, Graduate Student
Student Co-Chair

Mia Settles-Tidwell
Chief of Staff & Assistant Vice-Chancellor
Equity and Inclusion

³ Woltman, Nick. “Minneapolis Park Board Votes to Sever Ties with City's Police Department.” *Twin Cities*, Twin Cities, 4 June 2020, www.twincities.com/2020/06/03/minneapolis-park-board-votes-to-sever-ties-with-citys-police-department/.

⁴ King, Noel. “Minneapolis Board Of Education Chair On Vote To Cut Ties With Police Department.” *NPR*, NPR, 3 June 2020, www.npr.org/2020/06/03/868469814/minneapolis-board-of-education-chair-on-vote-to-cut-ties-with-police-department.

⁵ Ruggiero, Angela. “Oakland School District to Eliminate Its Police Force.” *The Mercury News*, The Mercury News, 25 June 2020, www.mercurynews.com/2020/06/24/oakland-board-agrees-to-eliminate-its-police-force-at-school-campuses/.

Dear Members of the Campus Community,

The establishment of the Independent Advisory Board on Police Accountability and Community Safety is a product of many years of psychological, intellectual, and physical labor expended by a diverse student-led group of community members. It has taken the viral video of George Floyd's murder at the hands of a sworn police officer and the police killing of Breonna Taylor, as she lay sleeping in "the safety" of her own home, to raise the consciousness of the nation about the realities of police violence that we, as a community, have called out repeatedly over the last decade.

Although some community members experience the police as a source of protection and safety, we know that for many Black people and marginalized communities of color, the police have too-often been a source of dehumanization, criminalization, complex trauma, historical intimidation, intrusive surveillance, and lethal violence. These experiences with policing don't end when students arrive on a college campus. A new research paper on student experiences with policing on two UC campuses shows how campus policing contributes to "racial battle fatigue" among Black and Latinx students that is "characterized by high rates of anxiety, anger, resentment, helplessness, hopelessness, and fear." This finding echoes findings from a 2019 survey of UC-Berkeley students, which found that although 73% of students overall said they trusted campus police to look out for their best interests, only 34% of Black students and 35% of transgender students agreed with that statement. These disparities are just one of the reasons why we have rooted this work in a [targeted universalist approach](#) to equity and inclusion, which starts by addressing the needs of the least served in order to best serve all.⁶

The work of the IAB is also rooted in an understanding of how anti-Blackness and anti-Black racism impacts policing as an institution and, in turn, the experiences of all students on campus. UC-Berkeley's IAB acknowledges that the history of policing in the United States is rooted in settler-colonialism, racialized slavery and racial capitalism, and is committed to grounding the Board in said history and the subsequent intergenerational trauma that impacts the campus community. UCPD is not immune to the legacy of this history. The presentation of our report comes one year after two Black boys [were detained by campus police in University Village](#).⁷ One of the boys, 11-years old at the time, was handcuffed. Both boys were held in the back of a police car before being released to their parents. The impact of this incident lingers today for the boys, their families, witnesses to the event, and members of the broader campus community. The campus community is still awaiting the findings from an external investigation that was announced shortly after the incident in the fall of 2019.

This violent incident is but one of many that Black students and staff have endured in the recent past that demonstrates UCPD's alignment with a culture of dominance that is rooted in the racial history of policing. In listening sessions and formal and informal conversation with UCPD leadership and campus administration, students, staff, and faculty have shared their concerns and complaints about UCPD's insensitivity to the needs of community members most impacted by negative encounters

⁶ Powell, John A., et al. *Targeted Universalism: Policy & Practice*. Haas Institute, May 2019, haasinstitute.berkeley.edu/sites/default/files/targeted_universalism_primer.pdf.

⁷ Orenstein, Natalie. "UCPD Handcuffing of 11-Year-Old Boy Prompts Criticism, Campus Response." *Berkeleyside*, 5 July 2019, www.berkeleyside.com/2019/07/03/ucpd-handcuffing-of-11-year-old-boy-prompts-criticism-campus-response.

with the police; a tolerance for unprofessional conduct directed at members of marginalized groups on campus; a practice of unwarranted escalation in encounters that begin over minor infractions; and an unwillingness on the part of leadership to hold officers accountable for harms done to the members of the community, especially youth, unhoused individuals, and those in need of wellness or mental health support. These such incidents have eroded the community's confidence and trust in the UCPD and calls into question the effectiveness and ability of UCPD's current leadership to lead towards transformative change.

The membership of the inaugural board included survivors of police profiling, harassment, and violence and people who lost loved ones to police violence and random acts of violence. The wisdom gained from these experiences informed our understanding and commitment to developing alternatives to ensuring community safety that do not rely primarily on law enforcement. From the beginning of our work, this board has been committed to a definition of community safety that extends beyond ensuring the security of persons and property on or near campus. Community Safety also means: 1) that those who are charged with serving and protecting do so in ways that are consistent with the University's stated values, sworn oaths to protect and serve, and the highest standards of professional conduct and consistency; 2) that all students are safe from arbitrary, unwarranted, unrestrained, and/or excessive acts of surveillance, bodily intrusion, psychological harm or violence at the hands of law enforcement on and near campus; and 3) that campus representatives center the holistic wellness and inclusion of vulnerable campus communities (e.g. Black, Indigenous, Latinx, undocumented, formerly incarcerated, LGBTQ, etc.) in their interactions.

As a board that is concerned with community safety, we also acknowledge the tragic killings of two members of the Cal student community that occurred this academic year. Former Student Union President and alumnus Courtney Brousseau was killed in a rare and random shooting in San Francisco, and Seth Smith, a third-year student at Cal, was also the victim of a shooting while out for a walk near his off-campus residence in Southwest Berkeley. Each of these killings is a tragic loss for the families of these students and the entire campus community.

Tragic events like these might lead some to second-guess the board's approach, especially our recommendation to reduce the scope of law enforcement responsibilities on campus and reimagine a system of community safety that doesn't rely primarily on armed officers. It is our belief that a commitment to the principles and recommendations presented in this report will allow UCPD for as long as it exists on campus, along with campus leadership, to concentrate their efforts on a more narrowly defined set of core services that can contribute to community safety, rather than concentrating their efforts on harassing communities of color, responding to immaterial incidents, non-criminal calls, psychological wellness checks, and policing the unhoused.

For this reason, the Board supports the Chancellor's June 18, 2020 [campus message](#) that calls for UCPD to focus in a more effective and efficient manner on those activities that currently require a law enforcement response, like the investigation of felonies ([few of which occur on campus](#))⁸, and holding Berkeley Police Department and other campus and city stakeholders accountable for addressing concerns about community safety in areas where UCPD and BPD share jurisdiction. This

⁸ "2019 ANNUAL SECURITY AND FIRE SAFETY REPORT." UCPD, 2019, ucpd.berkeley.edu/sites/default/files/2019_uc_berkeley_asfsr.pdf.

type of focused and informed effort will better serve the campus community, without a trade-off of the well-being of some members of the community for the presumed safety of others.

The board has heard the recent calls to defund the police and supports [abolitionist alternatives](#)⁹ to ensuring community safety. As former Berkeley faculty member and abolitionist Ruth Wilson Gilmore [reminds us](#), “abolition is about presence, not absence. It’s about building life-affirming institutions.”¹⁰ All members of the campus community should experience Berkeley as a life-affirming institution. We know that this is not yet the case and the IAB is committed to working with the Chancellor and the community toward that shared goal. The operationalization of the board’s and campus’ commitment to reimagining safety will require effective and transformative leadership in UCPD that can engender trust and credibility among the entire community and particularly significantly impacted communities. Leadership must be able act ethically, be courageous, and work in partnership with the community around alternatives to reimagining community safety, even if it means deviating from traditional and harmful approaches ingrained in the institution of policing, a reduction in scope and funding and, quite possible, the elimination of UCPD as it currently exists.

The IAB is accountable to the Chancellor and the community. It is your board and it is up to you to ensure that the governance of the board is shared between the community and the Chancellor. Over the next year, the board will host a series of virtual listening and building sessions to continue to solicit feedback from members of the community who have been silenced or underserved and to build upon innovative ideas for creating a new system of community safety.

We thank you in advance for your continued support as we work with urgency to imagine and build alternatives to community safety that reflect the campus' high standards for professionalism, student care, and life affirming practices that make our campus safe for all.

Sincerely,

Nikki Jones
Faculty Co-Chair

Rachel Roberson
Student Co-Chair

Mia Settles-Tidwell
Chief of Staff & Assistant Vice-Chancellor
Equity and Inclusion

⁹ [#8toAbolition](#), 2020, www.8toabolition.com/.

¹⁰ “What Are We Talking about When We Talk about ‘a Police-Free Future?’.” *MPD150*, 10 June 2020, www.mpd150.com/what-are-we-talking-about-when-we-talk-about-a-police-free-future/.

Introduction

Protests against police violence and racism have elevated demands from protestors, abolitionists, students, and scholars to defund the police by substantially reducing police budgets and reallocating resources to social services that do not rely on armed officers.¹¹ As protests in response to the police killings of Breonna Taylor, George Floyd, Rayshard Brooks, among others not named here, grew, calls for defunding reverberated across the country, quickly overtaking calls for incremental police reform. Leaders in education and city government quickly took action: the University of Minnesota severed some of its ties to the Minneapolis Police Department;¹² the Minneapolis Public School District moved to remove police from their schools;¹³ and the City of Minneapolis City Council voted to defund its police department and reassemble in its place a system of public safety that significantly reduced its reliance on law enforcement.¹⁴ Leaders in Los Angeles¹⁵ and San Francisco¹⁶ took action to divert calls to law enforcement to other professional and social services. San Francisco's Mayor London Breed explained the four main objectives of the city's new approach to reducing the scope and reach of police this way: "Ending the use of police in response to non-criminal activity; addressing police bias and strengthening accountability; demilitarizing the police; and promoting economic justice."¹⁷ Most recently, the Oakland Unified School District [voted](#) in favor of the "George Floyd Resolution to Eliminate Oakland Schools Police Department," which will eliminate the OUSD police department and redirect its \$2.5 million annual budget to student support services and restorative justice efforts.¹⁸ These actions fit with calls of the moment to move beyond incremental reforms; to reexamine the reliance on law enforcement in all social

¹¹ Some recent polling suggests that while there is less support for "defunding," there is more support, sometimes reported in the same polls, for the strategies associated with defunding, including reallocating resources. For example, see <https://fivethirtyeight.com/features/americans-like-the-ideas-behind-defunding-the-police-more-than-the-slogan-itself/>

¹² Gajanan, Mahita. "University of Minnesota Cuts Ties to Minneapolis Police Dept." *Time*, Time, 28 May 2020, time.com/5843911/george-floyd-death-university-of-minnesota-police/.

¹³ Faircloth, Ryan. "Minneapolis Public Schools Terminates Contract with Police Department over George Floyd's Death." *Star Tribune*, Star Tribune, 3 June 2020, www.startribune.com/mps-school-board-ends-contract-with-police-for-school-resource-officers/570967942/#:~:text=Minneapolis%20Public%20Schools%20has%20severed,to%20provide%20school%20resource%20officers.

¹⁴ Beer, Tommy. "Minneapolis City Council Unanimously Votes To Replace Police With Community-Led Model." *Forbes*, Forbes Magazine, 12 June 2020, www.forbes.com/sites/tommybeer/2020/06/12/minneapolis-city-council-unanimously-votes-to-replace-police-with-community-led-model/#43d7e1b471a5.

¹⁵ Rainey, James. "Growing the LAPD Was Gospel at City Hall. George Floyd Changed That." *Los Angeles Times*, Los Angeles Times, 5 June 2020, www.latimes.com/california/story/2020-06-05/eric-garcetti-lapd-budget-cuts-10000-officers-protests.

¹⁶ "London Breed Pushes San Francisco Reforms: Police No Longer Will Respond to Noncriminal Calls." *Los Angeles Times*, Los Angeles Times, 12 June 2020, www.latimes.com/california/story/2020-06-12/san-francisco-police-reforms-stop-response-noncriminal-calls.

¹⁷ "Office of the Mayor." *Mayor London Breed Announces Roadmap for New Police Reforms* | Office of the Mayor, 11 June 2020, sfmayor.org/article/mayor-london-breed-announces-roadmap-new-police-reforms.

¹⁸ Ruggiero, Angela. "Oakland School District to Eliminate Its Police Force." *The Mercury News*, The Mercury News, 25 June 2020, www.mercurynews.com/2020/06/24/oakland-board-agrees-to-eliminate-its-police-force-at-school-campuses/.

domains; and to invest in non-criminalizing resources and services that help to keep communities safe.

On June 18th, Chancellor Christ announced her support of efforts to reexamine the role of police in society and reimagine alternative systems of community safety. [In her message](#) to the campus community, Chancellor Christ announced a set of immediate actions to achieve these goals, including placing restrictions on the use of force on campus; moving the campus toward demilitarization; reducing the scope of police responsibilities; removing the police department's headquarters from its prominent place on Sproul Plaza -- a persistent demand from Black students and staff; and building up an independent team of unarmed mental health professionals to respond to wellness checks and mental health emergencies on campus. Chancellor Christ also committed to working with the IAB to identify new alternatives for a system of community safety that reduces the need for law enforcement and to working with members of the Black community, in particular [Black students](#),¹⁹ to ensure that those in our community who are most affected by societal inequities, including structural racism and anti-Blackness, remain at the center of our conversations regarding police accountability and community safety.

In addition to responding to recent protests and incidents of police violence, the Chancellor's commitments are aligned with [recommendations](#)²⁰ from the Campus Experience Working Group (2019), which encourages campus leadership to "consider and treat experiences of policing as a key dimension of campus belonging and address the needs and concerns reported by students who have experienced negative encounters with the police (directly or vicariously), especially Black students, LGBTQ+ students, non-traditional students, and students from URM backgrounds." (Recommendation A12).²¹

Understanding calls for change

In order for campus to have an informed conversation on how to best accomplish the stated goals of the Chancellor and respond to recent demands of staff, students, and faculty, it is important that campus leadership and administration understand the meaning associated with demands coming from the community.

Here, we provide a brief definition for each of these terms and discuss the implications of these terms for rethinking campus policing and imagining new systems of community safety at UC-Berkeley.

¹⁹ See Chancellor's letter to members of the Black community and recent response to listening session here. <https://calmessages.berkeley.edu/archives/message/75844>

²⁰ "UC Berkeley Undergraduate Student Diversity Project." *Berkeley.edu*, 2019, strategicplan.berkeley.edu/wp-content/uploads/2019/10/Campus-Experience-Recommendations.pdf.

²¹ In addition to the recommendations in this report, IAB leadership encourages the Chancellor and its administration to ensure that each of the recommendations identified in Recommendation A12 of the Campus Experience Working Group report are implemented over the next academic year.

Community Safety: The IAB relies on a definition of community safety that extends beyond ensuring the security of persons and property on or near campus and centers the experiences of those who have been most impacted by policing on campus.

As it is written in our charge, community safety means: 1) that those who are public servants charged with serving and protecting do so in ways that are consistent with the University's stated values and the highest standards of professional conduct and consistency; 2) that all students are safe from arbitrary, unwarranted, unrestrained, and/or excessive acts of surveillance, bodily intrusion, psychological harm or violence at the hands of law enforcement on and near campus; and 3) that campus representatives center the holistic wellness and inclusion of vulnerable campus communities (e.g. Black, Indigenous, Latinx, Undocumented, formerly incarcerated, LGBTQ, etc.) in their interactions.

This expanded definition of community safety is integral to ensuring the well-being of all students on a college campus and resists trade-offs between the well-being of some for the false promise of absolute safety for others. On a college campus and its environs, community safety is established through shared values and expectations; well-lit paths; access to shuttles at night; well-supported resources that serve the wellbeing of students, staff, and faculty, like a robust mental health center and basic needs center; and a commitment to harm reduction and transformative justice. Such a perspective leads to a shrinking police footprint and related budgets and provides more support for non-criminalizing resources.

Defunding: Defunding the police is part of a larger abolitionist effort to "[reduce the scale, scope, power, authority, and legitimacy of criminalizing institutions](#)"²² and "[simultaneously build up](#)"²³ "life-sustaining systems that reduce, prevent, and better address harm." Black Lives Matter co-founder and activist [Alicia Garza](#)²⁴ explains defunding the police this way: "When we talk about defunding the police, what we're saying is 'invest in the resources that our communities need.'" The mission and values of a college campus require that we follow calls to strategically reduce the scope of policing and reallocate resources to life-sustaining systems on a college campus. For a college campus, we might reword Garza's comments this way: "What we're saying is invest in the resources that data demonstrates our students need."

At UC-Berkeley, we know that resources are needed to strengthen social services; behavioral health services; counseling services; restorative justice approaches; basic needs; trauma-informed social support; and support for disability services. In general,

²² #8toAbolition, 2020, www.8toabolition.com/.

²³ Ongweso, Edward. "'Defund the Police' Actually Means Defunding the Police." *VICE*, 9 June 2020, www.vice.com/en_us/article/ep4xy7/what-does-defund-and-abolish-the-police-mean.

²⁴ Coleman, Justine. "Black Lives Matter Co-Founder Says Defunding the Police Means Invest in the Resources Our Communities Need." *TheHill*, The Hill, 7 June 2020, thehill.com/homenews/sunday-talk-shows/501541-black-lives-matter-co-founder-says-defunding-the-police-means.

(per arrest data)²⁵ UCPD responds to a remarkably low level of reported violent crime on campus. In 2016, (based on the [latest available](#)²⁶ data on UCOP's website) UCPD recorded 43 Part I Violent Crime Offenses and made 10 arrests for these offenses. UCPD recorded just over 700 Part I Property Offenses in 2016 and made 67 arrests (Part I offenses are the most serious offenses categorized by the FBI). This is on a campus of over 50,000 people. The vast majority of arrests for Part I and Part II offenses are of people not affiliated with the university.

At the same time, Black students, [who represent less than 3% of the student population](#),²⁷ historically report experiences of racial profiling, hostile treatment, and/or aggressive encounters with UCPD (as well as surrounding agencies and agencies that provide mutual aid).²⁸ This suggests that UCPD is coming into contact with Black students most frequently through routine patrol and/or proactive policing practices. In such cases, Black students may be targeted because officers see them as suspicious or “out of place” on or near Berkeley’s campus. We have witnessed this practice in multiple viral videos from cities across the country in which officers display unprofessional and differential approaches to Black people as compared to White people for exactly the same calls or suspected offenses. We have also seen the abuse of discretion and the aggressive escalation of situations that have a high potential of de-escalation. Such cases have also occurred at Berkeley and in the UC-system, where we’ve seen officers respond to low-level calls (e.g., suspicious activity), in ways that community members experience as disrespectful, degrading, dehumanizing, and, with the escalation to aggression, potentially life-threatening.

Defunding acknowledges that financial budgets reflect a moral budgeting. On a college campus, defunding the police means allocating resources in a way that reflects the campus’ stated priorities and values, which should include how to best ensure safety for a diverse community. Defunding is also about broadening our imagination. For example, over the course of the year the IAB has been told by the police chief and some members of campus administration that UCPD “needs” more officers because the department is understaffed and, as a result, over-stressed, which is then cited as a reason for an officer’s lack of professionalism or aggression. Yet, instead of accepting the justification for this request, and its potential to actually solve the problems associated with policing on campus, another viable solution is to narrow the scope of law enforcement’s responsibilities on campus and to reallocate resources to prevention and wellness services that can better ensure community safety.

²⁵ “2019 ANNUAL SECURITY AND FIRE SAFETY REPORT.” UCPD, 2019, ucpd.berkeley.edu/sites/default/files/2019_uc_berkeley_asfsr.pdf.

²⁶ “UC POLICE DEPARTMENT REPORTS DASHBOARD.” *Police Statistics*, University of California, 2016, police-statistics.universityofcalifornia.edu/2016/ucb.pdf.

²⁷ “UC Berkeley Fall Enrollment Data.” *UC Berkeley Fall Enrollment Data | Office of Planning and Analysis*, 4 June 2020, opa.berkeley.edu/uc-berkeley-fall-enrollment-data.

²⁸ See also *Policing the College Campus: The Production of Racialized Risk* by Laura Hamilton, professor and chair of sociology at UC-Merced, Kelly Nielsen Veronica Lerma (2020).

Demilitarization: Demilitarization calls for the elimination of military-grade technologies and equipment.²⁹ Local and campus police departments, [including UCPD](#)³⁰ and the City of Berkeley, have relied on the [Defense Logistics Agency's 1033](#)³¹ program to receive transfers of military equipment, including grenade launchers, bayonets and armored vehicles. 1033 was initially created in 1997 as a way for the military to move surplus equipment to federal, state, and local police. Between 1997 and 2015 (when the program was suspended by the Obama Administration) \$5 billion in gear was transferred from the military to local law enforcement, and 124 college campuses, [including UCPD](#),³² received equipment ranging from uniform pants (Yale University) to a mine-resistant ambush-protected vehicle (Ohio State). Central Florida University acquired 23 M-16 assault rifles [NYT 9/21/14]. [UCPD received more than a dozen M-16](#) rifles in 2006.³³

The dangers of a militarized police force have been made evident in law enforcement responses to protesters in cities across the country, including the nation's capital.³⁴ After Ferguson, there were some efforts toward demilitarization. For example, the Obama administration ended the military transfer of weapons and equipment to local police departments: "The first step the Administration is taking is to prohibit and limit the kinds of military equipment that law enforcement agencies can procure from the federal government." The administration also established a Prohibited Equipment List. On August 28, 2017, restrictions on the 1033 (Excess Federal Property) program were lifted by President Trump. Most recently, the President has endorsed the mingling of military and law enforcement tools, tactics, and practices in police responses to recent protests against racism and police violence.

On a college campus, demilitarization begins with an auditing of all equipment, tools, technologies, and tactics; the establishment of a Prohibited Weapons List; and must include continued oversight to ensure that military-style equipment is not being adapted for policing purposes on college campus. In 'Military Surplus Equipment Can Bolster Campus Public Safety', the Executive Director of the International Association of Campus Law Enforcement Administrators (IACLEA),³⁵ Sue Riesling, provides strategies for campus police departments to obscure themselves from public scrutiny of the

²⁹ Vincente, Boomer. "SR 15_16-048 A Resolution to Recommend the Banning of Urban Shield Trainings from The University of California Police Department .Pdf." *Google Drive*, Google, 2015, drive.google.com/file/d/1Az0aDCSSWPgRmD8DgScN97Kxiih7FEtV/view.

³⁰ Staff, Jeff Landa, and Jeff Landa. "UCPD among Law Enforcement Agencies That Received Military-Grade Assault Rifles." *The Daily Californian*, 16 Sept. 2014, www.dailycal.org/2014/09/14/ucpd-among-law-enforcement-agencies-received-military-grade-assault-rifles/.

³¹ "Program FAQs." *1033 Program FAQs*, www.dla.mil/DispositionServices/Offers/Reutilization/LawEnforcement/ProgramFAQs.aspx.

³² Staff, Jeff Landa, and Jeff Landa *op. cit.*

³³ Staff, Jeff Landa, and Jeff Landa *op. cit.*

³⁴ Zhou, Li. "'The Protesters Had to Deescalate the Police': Demonstrators Are the Ones Defusing Violence at Protests." *Vox*, Vox, 12 June 2020, www.vox.com/2020/6/12/21279619/protesters-police-violence-philadelphia-los-angeles-washington-dc.

³⁵ "Military Surplus Equipment Can Bolster Campus Public Safety." *IACLEA*, 12 Sept. 2017, www.iaclea.org/association-news/2017/09/12/military-surplus-equipment-can-bolster-campus-public-safety/.

militaristic origins of the artillery they carry: "...campus departments should consider modifying the appearance of the equipment--for example, dying or repainting green items and equipment blue or possibly the school colors." The attempts of campus police departments to obscure the public's association between military-grade equipment and campus policing requires consistent oversight of demilitarization efforts.

Police accountability: Police accountability typically refers to a formal process of holding law enforcement accountable for harm (e.g., internal disciplinary processes, civil or criminal trials, etc.). We can also think of accountability as a *practice* in which law enforcement acknowledges the concerns and complaints of community members and responds in a meaningful way. In each case, accountability centers the concerns and expectations of the public and holds law enforcement accountable to these concerns and expectations. Instead of privileging the paradigm of law enforcement (e.g., in evaluating whether or not an action was "justified"), police accountability elevates and requires law enforcement, as public servants, to meet a set of community expectations and standards for police behavior.

Police Abolition: Calls for police abolition challenge taken-for-granted assumptions about public safety.³⁶ In the context of the most recent protests against racism and police violence, police abolition is a call to dismantle policing as a key node in a larger system of carceral containment, surveillance, and punishment and ["to build toward a society without police or prisons, where communities are equipped to provide for their safety and well being."](#)³⁷ Some police abolitionists call for the immediate destruction of all aspects of the carceral system. [Others](#) describe abolition as a "a gradual process of strategically reallocating resources, funding, and responsibility away from police and toward community-based models of safety, support, and prevention."³⁸ Police abolitionists reject *reformist reforms* that make little substantive intervention into how the institution operates and instead advocate for [non-reformist reforms](#) that limit the state's capacity for violence and aid the project of fundamental transformation.³⁹

Police abolition is not simply about destruction -- it is also about creation. Longtime abolitionist and former UC Berkeley professor Ruth Wilson Gilmore is frequently cited as describing abolition [this way](#): "abolition is about presence, not absence. It's about building life-affirming institutions."⁴⁰ Building life-affirming institutions requires an investment in other resources, systems, and practices that can deliver [a more comprehensive vision of safety](#).⁴¹ UC-Berkeley has a rich history in abolition, that

³⁶ "What Are We Talking about When We Talk about 'a Police-Free Future?'" *MPD150*, 10 June 2020, www.mpd150.com/what-are-we-talking-about-when-we-talk-about-a-police-free-future/.

³⁷ [#8toAbolition](#), *op. cit.*

³⁸ "What Are We Talking about When We Talk about 'a Police-Free Future?'" *op. cit.*

³⁹ Berger, Dan, et al. "What Abolitionists Do." *Jacobin*, 24 Aug. 2017, www.jacobinmag.com/2017/08/prison-abolition-reform-mass-incarceration.

⁴⁰ "What Are We Talking about When We Talk about 'a Police-Free Future?'" *op. cit.*

⁴¹ [#8toAbolition](#), *op. cit.*

includes hosting the founding meeting of [Critical Resistance](#), an international movement to abolish the prison industrial complex.⁴²

Police reform: Police reform typically focuses on improving training, policies, and practices within law enforcement. Some reforms organized around accountability and oversight have been shown to reduce or limit harm (although this is not always the case). Reform (*reformist reforms*) can also exacerbate racial disparities and facilitate the more efficient operation of policing without addressing the root causes of police violence. Over the last six years, policing reforms have been adopted in response to accusations of racism in policing and in the wake of economic crises. Common police reforms include implicit-bias training, body-cameras, and data driven police technologies (like PredPol).

Legal scholar Paul Butler⁴³ highlights the importance of some reforms that can lead to reductions in the use of force, like [pattern and practice investigations](#)⁴⁴ led by the Department of Justice’s Civil Rights Division, yet also reminds us that in general, police reform is not an adequate response to the problem as it is articulated by the Movement for Black Lives. Put simply, technocratic reforms that remain within a law enforcement paradigm do not address fully larger systemic concerns, like structural racism, persistent inequality, and anti-Blackness.

Members of the campus community will no doubt be more attached to some of these terms and related actions than others. In order to work together toward the common goal of building a life-affirming institution for all, campus leadership and community members should have a clear sense of how the above terms relate to their particular interests and actions. As a board, we encourage campus leadership to partner with the IAB and members of the community to invest in [non-reformist reforms](#) that lead to the types of fundamental transformation that a number of students, staff, and faculty are calling for at this moment.⁴⁵

A. History

In early 2019 the [Presidential Task Force on Universitywide Policing](#)⁴⁶ recommended that each campus establish an Independent Advisory Board to work with campus leadership, the campus community, and its police department in identifying and addressing issues involving the safety and quality of life of students, staff and faculty. This recommendation followed a similar recommendation from the University of California Academic Senate’s [Report of the](#)

⁴² *Critical Resistance*, criticalresistance.org/.

⁴³ Butler, Paul. “The System Is Working the Way It Is Supposed to: The Limits of Criminal Justice Reform.” *ResearchGate*, Aug. 2016, www.researchgate.net/publication/309481911_The_System_Is_Working_the_Way_It_Is_Supposed_to_The_Limits_of_Criminal_Justice_Reform.

⁴⁴ “Investigation of the Ferguson Police Department.” *United States Department of Justice Civil Rights Division*, 4 Mar. 2015, www.justice.gov/sites/default/files/opa/press-releases/attachments/2015/03/04/ferguson_police_department_report.pdf.

⁴⁵ Berger, Dan, et al. *op. cit.*

⁴⁶ “Presidential Task Force on Universitywide Policing.” *UCOP*, www.ucop.edu/policing-task-force/.

[Systemwide Public Safety Task Force](#)⁴⁷ (2017) to “review the UC Police Policies and Administrative Procedures manual (the “Gold Book”) and other systemwide public safety directives to identify best practices for all UC campus police departments.”

Both sets of recommendations come on the heels of years of systemwide and campus-based organizing efforts led by students and staff who advocated for greater transparency and accountability in policing on and near UC campuses. At Berkeley, these efforts were led by the Black Student Union (BSU) and the Associated Students of the University of California (ASUC), in collaboration with key student and staff partners on campus. As such, the Presidential Task Force recommendations provided a starting point for the IAB’s charge, but [persistent demands](#)⁴⁸ from students required that UC-Berkeley’s IAB also focus its efforts on the [context-specific needs and concerns of students](#),⁴⁹ staff, and faculty, especially those who have historically been most impacted by negative encounters with policing on and near campus.

UC-Berkeley’s IAB acknowledges that the history of policing in the United States is rooted in settler-colonialism, racialized slavery and racial capitalism, and is committed to grounding the Board in said history and the subsequent intergenerational trauma that impacts the campus community. Thus, the IAB intentionally adopts a definition of Community Safety that extends beyond ensuring the security of persons and property on or near campus. Community Safety also means: 1) that those who are charged with serving and protecting do so in ways that are consistent with the University’s stated values and the highest standards of professional conduct and consistency; 2) that all students are safe from arbitrary, unwarranted, unrestrained, and/or excessive acts of surveillance, bodily intrusion, psychological harm or violence at the hands of law enforcement on and near campus; and 3) that campus representatives center the holistic wellness and inclusion of vulnerable campus communities (e.g. Black, Indigenous, Latinx, Undocumented, formerly incarcerated, LGBTQ, etc.) in their interactions.

B. Structure and Responsibilities

UC Berkeley established the Independent Advisory Board on Police Accountability and Community Safety (IAB) in spring 2019 and held its first meeting on Thursday, September 19, 2019. The IAB is an independent board composed of students, staff, and faculty from the UC Berkeley community. The IAB is structurally independent from UCPD, reports directly to the Chancellor, and is accountable to the broader campus community. A Chancellor’s designee (currently Vice Chancellor of Administration Marc Fisher) is responsible for providing logistical, budgetary (operational), and administrative support directly to the IAB. The IAB makes recommendations regarding policing policies, procedures, practices and training when the IAB

⁴⁷ White, Shane N. “Re: Report of the Systemwide Public Safety Task Force.” *Academic Senate*, University of California, 2017, senate.universityofcalifornia.edu/_files/reports/SNW-JN-gold-book-task-force-report.pdf.

⁴⁸ Araujo, Nick. “SR 18/19-036 In Demand of UC Berkeley Implementing an Independent Police Advisory Board.” *Google Docs*, Google, 2018, docs.google.com/document/d/1j_eoQA2A8F0tP1cRB0DLjQuSs0mlO0IPV-4X4S2Wh8/edit.

⁴⁹ “UC Berkeley Undergraduate Student Diversity Project.” *op. cit.*

identifies possible improvements or gaps. The IAB also solicits public input during open meetings.

Although the IAB is not an investigatory or disciplinary body, the IAB will hear community complaints and accept more general feedback, concerns, grievances, reports, and observations related to police conduct and community safety on or near campus. Complaints received by the Board will be forwarded to the Office of Ethics, Risk and Compliance Services for review and investigation. Investigation reports will then be forwarded to the Independent Advisory Board on Police Accountability and Community Safety for review. Following IAB review, recommendations will be sent to the Chancellor, the Chancellor's designee, and the Chief of Police. In addition, the IAB will be proactive in identifying system gaps and providing recommendations for ensuring that adequate structures are in place to address community complaints and concerns related to campus leadership's management and response. Finally, the IAB will facilitate the provision of multifaceted support to campus community members impacted by police violence and/or negative police encounters, including, but not limited to, facilitating referrals for confidential counseling with University Health Services, aiding in communication with relevant faculty and/or supervisors regarding the incident and potential impacts, and serving as a liaison between impacted individual(s), groups, and University administration/police.

The Board will prepare an annual report for both the Chancellor and the broader campus community documenting all activities, progress, and challenges towards building trust, accountability, and improvements in policing and community safety. The report will include recommendations and suggestions for the Chancellor to adopt in pursuit of a healthier and safer campus climate.

The IAB's charge was approved by membership on February 11, 2020 and affirmed by the Chancellor in June 2020. The charge of UC-Berkeley's Independent Advisory Board on Police Accountability and Community Safety reads as follows:

- Assess the needs and concerns related to policing among students, staff, and faculty at UC Berkeley in order to identify needed changes in police practices and training and to ensure equity in campus safety.
- Assess the needs and concerns related to community safety, quality of life and equity of experience among students, staff and faculty at UC Berkeley in order to identify needed changes in community safety resources to ensure equity in community safety.
- Establish campus community expectations for police leadership and command staff and for policing policies and practices (e.g, transparency, mutual aid, etc.) that are consistent with the mission and values of the University and ensures community belonging and a greater sense of physical and psychological safety among students of color, underrepresented, non-traditional, and marginalized communities on campus (e.g., Black, Latinx, LGBTQ+, formerly incarcerated, undocumented students, student parents, etc.).
- Promote accessibility and accountability to the campus community and the general public by providing open meetings, multiple forums, listening sessions, and public

meetings to discuss experiences of community safety and community-centered approaches to improving and/or maintaining community safety.

- Review and analyze reports, audits or data involving UCPD, their operations, personnel, and contact with the community, to inform discussions for improving community safety and police accountability and recommendations regarding policing policies, procedures, practices and training. Reports, audits or data will be provided to the IAB by UCPD and/or the appropriate administrative unit.
- Hear community complaints and conduct time-sensitive reviews of incidents of alleged police misconduct and/or alleged harm to the community, as necessary. These reviews will assess the impact of events on community members and interrogate post-incident processes related to community safety and police accountability.
- Review investigation reports conducted by the Office of Ethics, Risk and Compliance Services and make recommendations to the Chancellor and Chief of Police following investigations of complaints from the campus community or general public.
- Provide multifaceted support to campus community members impacted by negative police encounters (directly or vicariously), including but not limited to facilitating referrals for confidential counseling with University Health Services, aid in communication with relevant faculty and/or supervisors regarding the incident and potential impacts, act as a liaison between impacted individual(s) and University administration/police.
- Improve and strengthen systems of accountability by increasing transparency of policing policies and practices; informing community members of the various ways to submit a formal complaint; providing multiple mechanisms for submitting and responding to civilian complaints; and facilitating the development of easily accessible and transparent reporting mechanisms following interactions between UCPD and the campus community (e.g., for complaints of police misconduct).
- Prepare an annual report for submission to the Chancellor and the broader campus community of all activities, progress, and challenges towards building trust, accountability, and improvements in policing and community safety, which includes recommendations and suggestions for the Chancellor to adopt in pursuit of a healthier and safer campus climate. All reports will be published on the IAB's website and disseminated intentionally to impacted groups.

C. Summary of Activities

The board met over eighteen times from September 2019 - June 2020. The board dedicated the first half⁵⁰ of the year to the drafting of a charge that accurately reflected the history of the board's establishment and could be agreed upon by the voting members of the board. In preparation for that work, board members were asked to review the following materials:

- Report of the Presidential Task Force on Universitywide Policing (2019)
- President Napolitano's Letter to Chancellors (Feb. 13, 2019)

⁵⁰ This work was temporarily disrupted, along with workings of the rest of campus, by the fires and campus shutdowns in Fall 2019.

- Chancellor Christ’s Email to Members of the Black Community (Sept.19, 2019)
- Senate Resolution No. 2018/2019-036 In Demand of UC Berkeley Implementing an Independent Police Advisory Board
- Meeting notes from first two board meetings (Sept. 19 & 26, 2020)
- Recommendations from the Chancellor’s Campus Experience Working Group, with attention to Recommendation A12.
- Websites for [UC Davis’s Police Accountability Board](#)⁵¹, with links to the [Reynoso Task Force Report](#) and the [Robinson-Edley Report](#)⁵², and the website for [UC Merced’s Police Advisory Board](#)⁵³.

Our conversation during this time helped to refine the board’s commitments, intentions, and responsibilities. Board leadership centered inclusion and belonging from the beginning its work, following Recommendation A12 from the [Chancellor’s Campus Experience Working Group](#)⁵⁴: “Consider and treat experiences of policing as a key dimension of campus belonging and address the needs and concerns reported by students who have experienced negative encounters with the police (directly or vicariously), especially Black students, LGBTQ+ students, non-traditional students, and students from URM backgrounds.”

Our commitment to centering equity and inclusion engendered some friction between IAB and UCPD leadership, who advocated a more generalist approach. The board leadership persisted in its work and approved its charge and bylaws early in February 2020. The board held a two-hour meeting with Chancellor Christ on February 18th. The meeting included a presentation on the board’s charge, objectives, and planned activities (see Appendix E) and a discussion with the Chancellor on a range of issues, including divest/invest strategies and alternative approaches to ensuring community safety that do not rely on law enforcement. In a subsequent meeting, we received an update from Chief Margo Bennett on the status of commitments outlined in a message from the Chancellor to members of UC-Berkeley’s Black community (see Appendix F).

In March, the board shifted its efforts to discussions of outreach and engagement, yet those plans were disrupted by the pandemic. After campus shifted to remote instruction (March 10, 2020) and a shelter-in-place order for six counties in the Bay Area was announced (March 13, 2020), the board held regular virtual meetings. In April, we reassessed our objectives for the remainder of the year and shifted to a series of working meetings organized around developing a set of recommendations based on the knowledge, wisdom, and expertise of the board’s members, each of whom was selected to represent a key constituency on campus.

⁵¹ *UC Davis Police Accountability Board, 2020, pab.ucdavis.edu/.*

⁵² It should be noted that the Reynoso and Robinson-Edley reports are primarily focused on protest policing, but recent events at UC-Berkeley highlight the need for a focus on the frequency and quality of routine encounters between students, staff, and faculty and UCPD.

⁵³ “UC Merced Police Advisory Board: Office of the Chancellor.” *UC Merced Police Advisory Board | Office of the Chancellor, 2020, chancellor.ucmerced.edu/about-office/police-advisory-board.*

⁵⁴ “UC Berkeley Undergraduate Student Diversity Project.” *op. cit.*

Although the board wasn't able to conduct targeted outreach this year, we were able to develop a strong set of recommendations that should inform the Chancellor's and the board's planning and actions for the next year. Many of our recommendations were drafted prior to the killings of Breonna Taylor, George Floyd, and Rayshard Brooks, yet, because of the orientation and expertise of board members, these recommendations resonate with the calls of the moment to reduce the scope of policing, reallocate resources, demilitarize UCPD, and imagine alternatives to ensuring community safety that don't rely primarily on law enforcement.

At the Chancellor's request, IAB leadership (Professor Nikki Jones and Rachel Roberson) met with Chancellor Christ (virtually) on June 12th to discuss the Chancellor's intention to announce a set of campus actions in response to the protests that had, by then, occurred in dozens of cities across the country. IAB leadership shared a preview of some of the recommendations in this report with the Chancellor. Some of these recommendations were included in the Chancellor's subsequent message. Chancellor Christ committed to working with the IAB "to identify new alternatives for a system of community safety that reduces the need for law enforcement" and "to working with members of the Black community, in particular Black students, to ensure that those in our community who are most affected by societal inequities, including structural racism and anti-Blackness, remain at the center of our conversations regarding police accountability and community safety."⁵⁵ We ask that an implementation team for the Chancellor's commitments and the IAB's recommendations be convened within 30 days of the presentation of this report. We also request a written response from the Chancellor on her plans to respond to these recommendations.

The Chancellor's message is a starting point, but there is much more work to be done. Our engagement with the Chancellor during the June 12th call and throughout the year is indicative of the respect that the Chancellor has shown for the IAB's leadership, the value placed on the board's consultation, and the willingness to engage in challenging conversation. We expect this relationship to continue as the board transitions to a new leadership team, which will include student co-chair Kerby Lynch (currently a board member) and Interim Chair, Billy Curtis, Director of Gender Equity Resource Center. We encourage campus leadership to maintain its focus on implementing recently announced actions, to provide a timeline for these actions, and to take seriously the calls for transformation that have been voiced in demand letters from students, staff, and faculty. We also encourage the community to work together and in parallel with campus efforts to hold campus and the IAB accountable for meeting its commitments.

⁵⁵ The commitments outlined in the Chancellor's June 18th message are in addition to commitments shared by Chancellor Christ in a September 16 email to members of the Black community. Those set of agreements were also informed by the Campus Experience Working Group Recommendations.

D. Abbreviated List of Recommendations

A. Police Accountability and Alternative Approaches to Community Safety

- **Recommendation 1A:** [On June 18th](#), the Chancellor committed to creating a team of mental health professionals to serve as first responders in wellness checks and mental health emergencies in an effort to reduce the role of armed officers in non-criminal calls. This commitment is consistent with the recommendation of the board. Campus should establish a timeline for development and implementation, beginning with a rigorous review of existing approaches and best practices in this area and engagement with key stakeholders (e.g., leadership of University Health Services, the Outreach Coordinator for People’s Park, the City of Berkeley, etc.) and the broader campus community. This timeline should be shared with campus at the start of the fall semester.
 - **Recommendation 1A(a):** Campus should require that mental health resources be more fully integrated into UCPD’s training and resources and made more available to UCPD officers so that officers are more sensitive to mental health when interacting with the public and are attuned to how their actions can negatively impact the mental health of the campus community by exacerbating issues such as trauma.
- **Recommendation 2A:** Demilitarize UCPD. [On June 18th](#), Chancellor Christ indicated her commitment to demilitarization: “We acknowledge the harm that can be done by a militarized police force. In response to calls for demilitarization, we will review our tools and equipment to ensure that they are sufficient, but not excessive, for ensuring community safety.” This commitment is consistent with the recommendation of the board. Further, we recommend that UC-Berkeley administration, in collaboration with UCOP, 1) conduct an audit of all military-grade equipment in UCPD’s possession (at UC-Berkeley and system-wide); 2) share that information publicly with the campus community in an easily accessible format (e.g., in .csv, displayed prominently on the IAB’s website); and 3) commit to eliminating all military grade weapons and equipment from UCPD inventory. Campus should immediately review and revise its events policy with the goal of reducing militarized responses to high-profile events. Campus should work with UC-Berkeley’ community members and systemwide to review and establish a Prohibited Weapons List for the UC system that is, at a minimum, similar to the list that was published with President Obama’s [Executive Order 13688](#).
- **Recommendation 3A:** Related and in addition to Recommendation 2, campus should work with UCPD and the IAB to inventory all UCPD tools and technologies used on the job, including but not limited to: lethal and non-lethal weapons, vehicles, surveillance technologies, and uniforms, with the goal of collectively (i.e. in coordination with the IAB and other relevant stakeholders) revising the UCPD procedure manual to delineate appropriate contexts for the presence (not ONLY the use) of these tools and technologies.

- **Recommendation 4A:** Data transparency. Campus should work with an on-campus data analysis partner to collect and make available relevant and timely information regarding policing practices and outcomes on and near campus. This data should be used to inform and direct non-law enforcement resources, not as a tool to increase surveillance and enforcement. The People Lab is currently working in partnership with UCPD. The People Lab should establish itself as an independent research initiative that works in partnership with the Chancellor, UCPD, the IAB, and the broader campus community, including those members of the community who have historically been most impacted by negative encounters with the police.
 - **Recommendation 4A(a):** Related to data transparency, campus should work directly with the IAB, UCPD, and an on-campus data analysis partner(s) (e.g., BIDS) to establish a mechanism for the public to easily evaluate and report on their encounters with UCPD.

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

B. Community Engagement

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

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

- **Recommendation 3B:** The IAB should partner with campus units to host on-campus satellite office hours at sites where impacted communities are already present (e.g. FLHBRC, Path to Care, Student Advocates Office etc.)
- **Recommendation 4B:** UCPD should be encouraged to consult with and accept input from the IAB and/or IAB leadership before publicly announcing campus safety and policing plans.
- **Recommendation 5B:** The Chancellor's Office and the IAB should engage with campus partners and decision-making bodies to develop the necessary partnerships to execute the board's charge. This includes establishing MOU agreements; informational presentations; establishing a web presence; and providing general education about the board's work.
- **Recommendation 6B:** The Chancellor's designee will provide a budget support forums and conferences about the best practices in designing community safety plans that meet the needs of the most impacted groups and increase safety for all.
- **Recommendation 7B:** Campus should establish a Community Excellence Award for Innovations in Community Safety.
- **Recommendation 8B:** The Chancellor's office and the IAB should provide a community response period before accepting a finalized annual report from the IAB.

C. Local Partnerships and Government Relations

- **Recommendation 1C:** Campus should establish a "Know Your Rights Orientation" for the campus community that is organized by an entity other than UCPD. Community members are in need of a standard know your rights orientation similar to the [UndocuAlly training program](#), where there is an emphasis on community empowerment and access to legal information.
- **Recommendation 2C:** The Community Engagement Unit of UCPD is developing a curriculum for its "Community Academy," which is aimed at educating community members about the internal operations of UCPD. It is necessary to engage with the IAB in order to ensure that any training offered is culturally competent, relevant to our community, and is meeting the objectives of community engagement as outlined by the IAB charge. Further, UCPD leadership should acknowledge student demands for a comprehensive and culturally responsive curriculum from the Goldman School of Public Policy. We also recommend expanded funding for the [Gender Equity Resource Center's R.A.D. Training](#) to include how to stay safe during encounters with the police.

- **Recommendation 3C:** Review and provide suggested amendments to MOU's with police agencies that serve neighborhoods that are either adjacent to the campus (Berkeley and Albany). Campus should also review and revise Shared Jurisdiction agreements between UCPD and Berkeley Police Department.
- **Recommendation 4C:** Campus should develop and provide Safety Orientations for Temporary University Affiliates (e.g., visitors/guests, conference attendees, and students and scholars visiting through Berkeley Exchange and summer programs). The orientation would help to prepare these temporary members of the campus community for the social and personal responsibilities of safety within the Berkeley context. For instance, not leaving your laptop unattended, walking in groups through campus at night, and locking doors. Additionally, this orientation should serve as an introduction to the history of racialized policing within the United States, specifically acknowledging that the role of law enforcement in upholding safety holds varying perspectives and impacts, namely for Black members of the campus community. This training will help ensure that all members of the campus community, temporary and long-standing alike, have the historical and cultural understanding to safely navigate their environment.
- **Recommendation 5C:** Campus should strengthen its investments in outreach to the unhoused population in areas near campus. The numbers of homeless (university affiliates and non-university affiliates) residents in the City of Berkeley is high. At last count close to 2,000 on any given day). As might be expected, the unhoused population has great needs, including access to mental health and other basic services. UCPD has a responsibility to make sure community members that are homeless do not experience severe harassment and discrimination. In anticipation of increased tensions between the homeless community and members of the adjacent Telegraph neighborhood, campus should make investments in ensuring strong community relations with the unhoused. Campus should shift from a focus on policing problematic persons/populations and invest in providing access and referrals to resources or making positive interventions in instances of conflict.
- **Recommendation 6C:** Campus should establish an emergency legal fund to assist students in addressing violations of civil liberties that is similar to UCOP and the State of California initiative to provide immigrant legal services.

D. People and Culture

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

the fall semester. All aspects of the move that can be conducted immediately should be implemented immediately.

- **Recommendation 2D:** On June 18th, Chancellor Christ announced a commitment to reducing the scope of law enforcement responsibilities on campus. This is consistent with the recommendation of the board. Campus should continue to identify opportunities to move responsibilities currently housed in the police department to other campus units, beginning with emergency management, Live Scan fingerprinting, access to buildings, and compliance with the crime reporting and transparency requirements of the Clery Act. The Chancellor should provide updates on this process regularly throughout the year and the bulk of these changes should occur with the next academic year.
- **Recommendation 3D:** People and Culture should work with campus leadership and key stakeholders to establish a professional conduct protocol that is used to preserve the dignity, health and well-being, and psychological safety of protected classes and community members when engaging with UCPD; reduce the experiences of racial profiling; and strengthen campus responses to wellbeing and mental health crises among members of the campus community (faculty, employees, and staff). These standards should be in place for as long as UCPD exists on campus.
- **Recommendation 4D:** Campus leaders should develop a set of best practices for increasing transparency and involvement of community members in UCPD hiring processes.
- **Recommendation 5D:** Campus leaders should develop and implement best practices for increasing transparency and involvement of community members in decisions around policing practices, adopting new technologies, etc.

E. COVID-19 Response and Recovery

- **Recommendation 1E:** Campus should appoint an IAB member to serve as an interim member of the campus' Task Force on COVID response.
- **Recommendation 2E:** Campus should ensure that UCPD is not primarily responsible for Covid-19 compliance. The board overwhelmingly supports hiring a team of civilian community ambassadors to encourage compliance. Campus should ensure diversity in hiring community ambassadors and support affinity groups as an important part of COVID response.

F. Additional Recommendation (Use-of-Force)

- On June 18th, Chancellor Christ announced that UCPD “has banned the use of carotid holds” and committed to working with the UCPD and the community to “identify additional policy changes to ensure that our use of force policies are as restrictive as possible within the context of University of California policy and the law.” We recommend that campus implement and announce a timeline for this process, including plans for engaging the community around expectations for use-of-force and revising use-of-force policies accordingly. These policies should also reflect expectations for how UCPD is expected to interact with youth on and near campus, especially in student and family housing.

IV. Recommendations and Action Items

A. Police Accountability and Alternative Approaches to Community Safety

Recommendation 1: On June 18th, the Chancellor committed to creating a team of mental health professionals to serve as first responders in wellness checks and mental health emergencies in an effort to reduce the role of armed officers in non-criminal calls. This commitment is consistent with the recommendation of the board. Campus should establish a timeline for development and implementation, beginning with a rigorous review of existing approaches and best practices in this area and engagement with key partners (e.g., leadership of University Health Services, the Outreach Coordinator for People’s Park, the City of Berkeley, etc.) and the broader campus community.

Background: Over the last five years, the number of officially identified police killings has hovered at about 1000 per year. Between 20-25%⁵⁶ of these deaths involve cases that are categorized as involving an issue related to mental health.⁵⁷ The volatility and potential for lethality in these responses has been attributed, in part, to officers' lack of experience and training in identifying and responding to the behaviors of a person experiencing a mental health crisis⁵⁸. Ideally, the first person to engage with a campus community member in distress would be an unarmed and professionally trained mental health specialist.

Currently, UCPD is the lead agency in responding to wellbeing checks and mental health crises on campus (among faculty, employees, and staff).⁵⁹ During weekday daytime hours, the [City of Berkeley’s mental health crisis response unit](#) is available to UCPD for support.⁶⁰ UCPD is primarily responsible for addressing issues that arise during the middle-of-the-night and on weekends. UCPD has observed increases in these calls during key moments in the academic year (although this should be verified with an analysis of UCPD data): the beginning of the fall semester and during midterm and final exams. In housing units, UCPD works with resident assistants (RAs) and students to determine the needs of students in distress. Typically, this means that officers are called on to evaluate mental health emergencies and determine “5150” assessments (i.e., to determine whether or not a person is a harm to themselves and/or others

⁵⁶ DeGue, Sarah, et al. “Deaths Due to Use of Lethal Force by Law Enforcement: Findings From the National Violent Death Reporting System, 17 U.S. States, 2009-2012.” *American Journal of Preventive Medicine*, U.S. National Library of Medicine, Nov. 2016, www.ncbi.nlm.nih.gov/pmc/articles/PMC6080222/.

⁵⁷ *Mapping Police Violence*, 2019, mappingpoliceviolence.org/.

⁵⁸ “Fatal Force: Police Shootings Database.” *The Washington Post*, WP Company, 22 Jan. 2020, www.washingtonpost.com/graphics/investigations/police-shootings-database/.

⁵⁹ The IAB has requested data on UCPD involvement in wellness checks and mental health crisis calls. The information was not received prior to completing this report. The IAB should follow up on this request to ensure that this data can be used to inform decisions around developing alternatives to having armed officers respond to these calls.

⁶⁰ Berkeley Mobile Crisis currently operates on the following days (last accessed June 9, 2010). Sunday, Monday, Wednesday, Thursday and Friday 11:30 a.m. to 10:00 p.m. The Mobile Crisis Team **is not** available on Tuesdays and Saturdays.

and is in need of a mental health intervention, such as being hospitalized). UCPD can also refer students to Counseling and Psychological Services (CAPS) until they are able to get a referral to University Health Services. Ideally, this relationship would be flipped with a behavioral health unit such as CAPS responding to and evaluating most calls and taking the lead role in referrals.

Campus should build up the capacity of University Health Services and strengthen and expand its relationships with local mental health partners (e.g., Berkeley Mobile Crisis Unit; the Berkeley Fire Department, etc.) to respond to calls for wellness checks (for students, staff, or faculty) and non-criminal mental health crisis calls. This type of investment will reduce the involvement of armed, uniformed officers in responding to these calls, which can be especially psychologically triggering for some URM students, formerly incarcerated students, and persons with PTSD (for example, some military veterans), among other groups. The emergency response protocol for distressed students should be reviewed and revised to reduce law enforcement responses to students in distress. Residential assistants, students, staff, and faculty should receive training on de-escalation and how to utilize non-law enforcement services for these calls, instead of defaulting to calls to the police.

Currently, CAPS practitioners are planning to receive 5150 training to certify their ability to assess and involuntarily confine a person deemed to be experiencing mental health distress that makes them a danger to themselves and/or others, and/or to determine if they are gravely disabled. This certification would allow trained mental health professionals to determine whether a person is in need of an involuntary commitment (e.g., hospitalization) to psychiatric services. UCPD is currently the only agency on campus with that ability. It would be beneficial for mental health professionals to be certified to initiate 5150's so that the police presence is not required in every case, especially given that police presence can often be emotionally triggering and further exacerbate mental health conditions (e.g., trauma) with URM. **Campus must allocate additional resources and staffing as necessary** to ensure that responding to calls involving mental health are primarily in the hands of trained mental health practitioners rather than relying on UCPD to initiate each 5150, especially when doing so is not recommended according to best mental health practice.

Next Steps

Campus should immediately conduct a rigorous review of existing models and best practices for responding to wellness checks and mental health calls with trained mental health practitioners instead of armed officers. This task should not be led by law enforcement. Campus will need to decide if it wants to use a police-based specialized police response that relies on Crisis Intervention Teams (CITs) or a mental-health-based specialized mental health response. As noted below, the IAB supports the latter, but more research and engagement with key partners on campus is needed before settling on an approach that is appropriate for campus.

Crisis intervention teams (CITs) have been used by police departments and mental health departments for over 30 years. It is difficult to evaluate the effectiveness of such models on a

whole because of the heterogeneity of the CITs. A recent review found identifies three common models:¹³

- **Police-based specialized police response:** Sworn officers obtain special training to interact with PMI. The officers function as first responders to emergency dispatch calls in the community and coordinate with local community mental health resources. **CIT falls within this category.**
- **Police-based specialized mental health response:** Non-sworn police department employees with mental health training provide on-site or remote consultation and advice to sworn officers in the field. This often involves a centralized resource center and was formerly a prevalent model.
- **Mental-health-based specialized mental health response:** Police departments coordinate with independent mental health systems and workers to cooperate on emergency response in the field, with mental health workers as primary agents. Mobile crisis units fall within this category, as do neighborhood-based care coordination and street triage.

Of the three outlined above, we recommend that campus prioritize the third of these three responses, but this decision should be made after a rigorous review of existing literature and best practices;⁶¹ engagement with key partners identified in this report; and discussion with the broader campus community. Examples of this approach include [CAHOOTS](#)⁶², a mobile crisis intervention unit in Oregon and [MH First in Sacramento](#).⁶³ A police non-emergency number could be established for these calls and calls to 911 that do not require a law enforcement response could be rerouted to mental health services. A shift to a mental-health led response (or any other form of CIT) will require training for dispatch operators to divert 911 calls to the appropriate resources on campus, including, if necessary, law enforcement and/or training for a non-911 dispatch on campus. A direct number to counseling services should also be a resource that is made widely available. UCPD leadership identified several benefits to shifting responsibilities for responding to wellness checks and mental health calls, including a potential reduction in escalation and harm and reduced stress on officers. UCPD leadership indicated a commitment to restructuring responses and believes that such changes are achievable, if resourced adequately.

It should be noted that evaluations of *police-based* CIT models have found positive *officer-level* outcomes, like officer satisfaction and self-perception of a reduction in force, yet at least two

⁶¹ The People Lab is currently conducting such a review. In addition to exploring options independently, the IAB should request that findings from that effort be shared directly with the board.

⁶² "CAHOOTS." *White Bird Clinic*, 29 June 2020, whitebirdclinic.org/services/cahoots/.

⁶³ MH First is a project of the Anti-Police Terror Project in Sacramento that aims to "interrupt and eliminate the need for law enforcement in mental health crisis first response by providing mobile peer support, de-escalation assistance, and non-punitive and life-affirming interventions."

recent reviews and meta-analyses⁶⁴ find “little evidence in the peer-reviewed literature”⁶⁵ that police-based CIT’s have a significant impact on “arrests, officer injury, citizen injury, or use of force.” This may have to do with external factors related to calls to city or county law enforcement, which might differ significantly from the types of calls that campus police respond to on a regular basis. Since arrests of students at UC-Berkeley are not common, outcome measures other than those commonly used by law enforcement should be included in any evaluation of impact.⁶⁶ Specifically, outcomes should be based on measures of student mental health and well-being. Behavioral health units (e.g., CAPS, Berkeley Mobile Crisis, etc.) are best suited to establish and ensure these outcomes, which is one of the reasons why we recommend that an independent mental health response team take the lead in wellness checks and mental health responses.

In parallel with the actions outlined above, campus should also expand the team that reports to the Outreach Coordinator for People’s Park, a program housed in the School of Social Welfare. (See Recommendation 5C).

Potential Challenges

It is important that mental health experts are identified as leaders in this effort with the collaboration of UCPD where necessary. Based on prior collaborative efforts among CAPS and UCPD, campus leadership will need to ensure that UCPD leadership and rank-and-file officers are active, engaged, and informed participants in any collaboration.

From the perspective of CAPS, prior efforts to establish partnerships between CAPS and UCPD could be improved in order to be more impactful. Over the last several years CAPS has worked to develop relationships with UCPD and to address barriers to communicating with UCPD. In response to these calls, UCPD appointed a mental health liaison to communicate with CAPS regarding mental health concerns. Although the attempt at collaboration was appreciated by CAPS, and helpful to an extent, it became clear that there are some adjustments needed that would make communication between CAPS and UCPD more effective. Therefore, it is recommended that CAPS provide valuable mental health information directly to UCPD leadership, rather than communicating mainly with a UCPD liaison. This would help ensure that individuals with decision-making power receive valuable information from CAPS related to UCPD responses to mental health issues. If CAPS can communicate more directly with UCPD leadership, this would help CAPS more fully partner with UCPD in ways that would help UCPD improve its response to mental health crisis calls as well as the degree to which mental health

⁶⁴ Taheri, Sema A. “Do Crisis Intervention Teams Reduce Arrests and Improve Officer Safety? A Systematic Review and Meta-Analysis - Sema A. Taheri, 2016.” *SAGE Journals*, 5 Nov. 2014, journals.sagepub.com/doi/abs/10.1177/0887403414556289.

⁶⁵ Rogers, Michael S., et al. “Effectiveness of Police Crisis Intervention Training Programs.” *Journal of the American Academy of Psychiatry and the Law*, Journal of the American Academy of Psychiatry and the Law Online, 24 Sept. 2019, jaapl.org/content/early/2019/09/24/JAAPL.003863-19.

⁶⁶ https://ucpd.berkeley.edu/sites/default/files/2019_uc_berkeley_asfsr.pdf; The IAB and The People Lab should use data to identify patterns in the origin of calls. For example, what percentage of calls are from residence halls and what percentage originate from areas of shared jurisdiction with Berkeley Police Department.

resources are integrated into its organization. CAPS and UCPD have started making plans for UCPD leadership to meet with CAPS leadership and eventually with CAPS larger staff in order to continue improving the working relationship.

Community Relationships: Campus leadership; Counseling & Psychological Services (CAPS); Social Services (SOS); Behavioral Health Providers (BHP); UCPD; The People Lab; CAPS Mental Health Professional - IAB liaison; Threat Management Unit Team; City of Berkeley Mental Health Response Team; and Student Affairs.

Expected Impact: Restructuring campus responses to wellness checks and mental health-related calls would respond directly to calls to reduce the scope of law enforcement responsibilities on campus. Members of the IAB believe strongly that campus should limit or eliminate police involvement, specifically uniformed armed officers, in wellness checks and mental health calls. For some members of the community, a police response to a mental health crisis can trigger past trauma and quickly escalate a situation. The need to rely on the police as a first response could also inhibit efforts to provide direct services to students in need. The shift should be accompanied by actions to increase the understanding among residential staff and other members of the community regarding how to address wellness concerns and mental health crises. It would be necessary to build relationships among various members of the campus community, instead of placing primary responsibility for these matters upon UCPD officers who already report burnout from being understaffed and often feel ill-equipped to handle such incidents. It would also place the wellbeing and safety of community members at the center of any response.

Recommendation 1A(a): In addition to restructuring the delivery of mental health services on campuses, campus should require that mental health resources be more fully integrated into UCPD's training and resources and made more available to UCPD officers. Doing so could have the following impacts:

- UCPD would integrate practices that are more sensitive to mental health when interacting with the public and when enforcing laws on campus.
- UCPD does their job in a way that does not further negatively impact the mental health of the campus community by exacerbating issues such as trauma.
- UCPD understands how to interpret behavior that is influenced by mental health concerns and how such issues impact one's cognitive abilities, rather than automatically assuming one's non-compliance is intentional (e.g., UC Village summer 2019 police incident involving Black adolescent male who had pre-existing mental health issues including attention-deficit concerns that made it hard for him to sit still for extended periods of time, even after being repeatedly asked by the officers to remain still)
- UCPD more fully understands how various marginalized communities are at greater risk for mental health concerns.
- UCPD more accurately understands how UHS (e.g., CAPS/SOS/BHP) operates.

- CAPS more accurately understands how UCPD operates.
- Each organization more fully understands the other organization opportunities for growth, and the challenges to creating change.
- The organizations learn how they can more effectively support each other while centering the wellbeing of community members.

Time Horizon: Immediate to mid-term. The Chancellor has already committed to creating a team of mental health professionals to serve as first responders in wellness checks and mental health emergencies. Planning for this action should begin immediately. We should see significant changes within the next two years.

IAB Action: A sub-group of the IAB will review additional information regarding best practices and ideal approaches for building up an independent mental health team and the form of its collaboration with UCPD.

Recommendation 2A: Demilitarize UCPD. Specifically, UC-Berkeley administration, in collaboration with UCOP, 1) conduct an audit of all military-grade equipment in UCPD’s possession (at UC-Berkeley and system-wide); 2) share that information publicly with the campus community in an easily accessible format (e.g., in .csv, displayed prominently on the IAB’s website); and 3) commit to eliminating all military grade weapons and equipment from UCPD inventory. Campus should immediately review and revise its events policy with the goal of reducing militarized responses to high-profile events. Campus should work with UC-Berkeley community members and systemwide to review and establish a Prohibited Weapons List for the UC system that is, at a minimum, similar to the list that was published with President Obama’s [Executive Order 13688](#).⁶⁷

Background: After witnessing the militarized police response to the Ferguson uprising, the Obama administration placed limitations on the military transfer of weapons and equipment to local police departments: “The first step the Administration is taking is to prohibit and limit the kinds of military equipment that law enforcement agencies can procure from the federal government.” This recommendation is also included in [Obama’s Task Force on 21st Century Policing](#).⁶⁸

President Obama also created the [President’s Interagency Law Enforcement Equipment Working Group](#)⁶⁹ which developed a more specific set of recommendations related to the use of federal funds by police departments. The working group recommended a Prohibited Equipment List that prohibited departments from acquiring via transfer (through the 1033 program) military-style weapons, including tracked armored vehicles, bayonets, grenade launchers, large caliber

⁶⁷ “Executive Order 13688—Federal Support for Local Law Enforcement Equipment Acquisition.” *Administration of Barack Obama*, 16 Jan. 2015, www.govinfo.gov/content/pkg/DCPD-201500033/pdf/DCPD-201500033.pdf.

⁶⁸ President’s Task Force on 21st Century Policing. 2015. Final Report of the President’s Task Force on 21st Century Policing. Washington, DC: Office of Community Oriented Policing Services.

⁶⁹ “EXECUTIVE ORDER 13688.” *Law Enforcement Equipment Working Group*, May 2015, bja.ojp.gov/sites/g/files/xyckuh186/files/publications/LEEWG_Report_Final.pdf.

weapons and ammunition. Further, the report recommends that police departments “minimize the appearance of a military operation and avoid using provocative tactics and equipment that undermine civilian mistrust” (2.7) and should minimize confrontation by relying on “soft look” uniforms during protests (2.2.1): “When officers line up in a military formation while wearing full protective gear, their visual appearance may have a dramatic influence on how the crowd perceives them and how the event ends.”

We have seen the negative consequences of the militarization of policing nationally and during high-profile events on campus, especially in events in which other law enforcement agencies respond to UCPD’s calls for mutual aid. As noted earlier in this report, student groups and UC-Berkeley’s student government have responded to these negative consequences with persistent demands for the demilitarization of UCPD.

Chancellor Christ indicated her commitment toward demilitarization in her [campus message](#) on June 18, 2020: “We acknowledge the harm that can be done by a militarized police force. In response to calls for demilitarization, we will review our tools and equipment to ensure that they are sufficient, but not excessive, for ensuring community safety.” We recommend that this review start immediately and that campus work with UCOP to establish a Prohibited Equipment List for UCPD. We also recommend that a timeline be made available so that the IAB and campus can chart the progress of this commitment.

Immediate Next Steps:

- Identify timeline for demilitarization
- Complete review of tools and equipment
- Share inventory with appropriate stakeholders by the end of Fall 2020. The inventory should include, at a minimum, aggregated and disaggregated data, and summary data (e.g., make and model of equipment, quantity, access restrictions, and parameters for use of equipment).
- Solicit feedback from appropriate stakeholders and constituents during Spring 2021
- Incorporate feedback by end of Summer 2021
- Draft updated relevant section(s) of UCPD procedure manual and share drafts with appropriate stakeholders by end of Fall 2021
- Revision process during Spring 2022
- Final draft of updated relevant section(s) of UCPD procedure manual by end of Spring 2022

Expected Impact: The negative consequences of a militarized police response to protests here and on other UC campuses are well known. As a result, individuals and organizations across the UC-system have called for the demilitarization of UCPD. Until very recently (see the

Chancellor's message on June 18, 2020), campus has ignored these calls, which has had a deleterious impact on trust among students most likely to be impacted by negative encounters with the police and campus administration. The Chancellor's recent acknowledgement of the negative effects of a militarized police force should be paired with a sustained commitment to demilitarization, which would demonstrate campus' commitments to its core ideals and would clearly define the type of culture that campus expects from UCPD.

Community Relationships: IAB, Vice Chancellor of Administration, UCPD, UCOP Office of General Counsel, UAW 2865, AFSCME, Graduate Assembly, ASUC, Faculty Senate.

Time Horizon: Short- to Mid.

IAB Action: The IAB will convene a sub-group of the IAB to compile and provide additional information regarding demilitarization for presentation to Chancellor Christ in September 2020.

Recommendation 3A: Establish Technologies Transparency and Prohibited Weapons List.

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

Background: Although U.C. Berkeley must account for the challenges that accompany being an open campus, it is first and foremost an institution intended to foster "opportunities for learning and development."⁷⁰ From the perspective of students, UCPDs arsenal of weapons, and its use of these weapons against members of the campus community, is not consistent with this University's mission. Through undergraduate⁷¹ and graduate⁷² student governance, and through student organizing within academic departments such as the Goldman School of Public Policy, students have called out the militarization of UCPD and have taken a stand against police violence.⁷³ Student efforts to communicate their realities and to illustrate the harmful extent of police presence on UC Berkeley's campus have not been spontaneous occurrences. Instead, they have responded to incidents in which a police presence has led to fear and distrust for UC Berkeley students, compromising U.C. Berkeley's stated goal of fostering

⁷⁰ See U.C. Berkeley "Principles of Community" at: <https://diversity.berkeley.edu/principles-community>

⁷¹ See resolutions, passed:
https://docs.google.com/document/d/17u4RKHzDL0wGrEbdLNGLaR44s_52giZc3X-Z4iRMG4/edit,
<https://docs.google.com/document/d/1Av9FamX3EJHXmgPJ2YIRGnfo1rYMzX29X6O5FXasTG4/edit>

⁷² See resolution, which was tabled and NOT passed:
<https://docs.google.com/document/d/1t0qrrKdYe3XeJN0XqclzxHB97-YLFPWu8RgyGEV0S2E/edit>; see also a less specific resolution to create a working group which did pass:

https://docs.google.com/document/d/1ZxD-uzkrqjaqIkAmjmZlvBRnyD0e9pcqxN3yrURV1_M/edit

⁷³ See memo: <https://docs.google.com/document/d/17r70RSitHJzuvN8vLK2ZbjLVXI-K4rohQf2EbHu6npk/edit>

“opportunities for learning and development.” This includes the use of weapons at protests, uniformed officers leading safety training, and campus patrol practices. Before we can effectively regulate the extent of police presence on campus, however, we must understand it. Currently, there is little transparency on the part of UCPD, for instance, with regards to officers’ backgrounds (e.g., disciplinary records, prior employer, etc.), departmental policies for weapons, tools, and technologies, and extent of UCPD’s involvement in safety training across campus. The UCPD procedure manual, for instance, does not explicitly mention community engagement, weapons, or vehicles.⁷⁴

Community Relationships:

- IAB, VC Administration, UCPD, UCOP Office of General Counsel, UAW 2865, AFSCME, Graduate Assembly, ASUC, Faculty Senate

Expected Impact: We expect the implementation of this recommendation to have the following impact:

- Increased perceptions of safety, especially for individuals with marginalized identities that have historically felt unsafe because of the presence of police.
- Reduced anxiety, especially for individuals with marginalized identities that have historically felt unsafe because of the presence of police.
- Potentially fiscal savings for UC Berkeley by reducing expenditures on unnecessary weapons, vehicles, and other tools
- Increased trust in police and UC Berkeley administration through greater transparency

Proposed timeline: Short- to mid-term.

Immediate Next Steps:

- Share inventory with appropriate stakeholders by the end of Fall 2020
- Solicit feedback from appropriate stakeholders and constituents during Spring 2021
- Incorporate feedback by end of Summer 2021
- Draft updated relevant section(s) of UCPD procedure manual and share drafts with appropriate stakeholders by end of Fall 2021
- Revision process during Spring 2022
- Final draft of updated relevant section(s) of UCPD procedure manual by end of Spring 2022

⁷⁴ See UCPD procedure manual, Chapter 8, Use of Force and Weapons: <https://policy.ucop.edu/doc/4000382/PoliceProceduresManual>

Recommendation 4A: Data transparency. We recommend that campus collect and make available relevant and timely information regarding policing practices and outcomes on and near campus. This data should be used to inform and direct resources, not simply as a tool to target surveillance and enforcement.

In addition to the audits and reviews suggested in this section, we recommend that campus work with UCOP to conduct a systematic review of the policies and practices of the Patrol Bureau, which provides “primary and traditional law enforcement services to the Berkeley campus and nearby communities. Using a combination of mobile patrols (car, motorcycle and specialized vehicles), bicycles, foot patrol and directed patrol activities, the Bureau serves an estimated population of approximately 53,000 people, including over 9,000 residents in the campus residential facilities.” The Patrol Bureau is responsible for much of the face-to-face contact between UCPD officers and the public. Officers make arrests, issue citations for vehicle code violations and can stop and question civilians (officers wrote 1,451 Field Interview cards (i.e. contact cards) in 2016), in addition to providing assistance to other law enforcement agencies.

Campus and the IAB should work with a data partner to systematically review UCPD patrol policies and practices along with police data, especially arrest reports and field interview cards, to establish patterns of contact involving UCPD and Black students (as well as other URM groups). The People Lab (discussed below) could be an important partner in this work, as could the Berkeley Institute for Data Science (BIDS). The group should also develop a policy to review and evaluate body camera footage from patrol activities to identify whether or how patterns of interaction vary during officers’ interactions with members of different racial/ethnic groups, along with other important demographic characteristics.

Background: Data-driven approaches can be useful in providing a picture of policing practices and outcomes, but data-driven reforms can also (and quite easily) be used to further target, surveil, and punish already hyper-surveilled groups.⁷⁵ Campus should use data to illuminate sites for non-law enforcement interventions. Data used in this way is described as “bright data” and we recommend that data collected by or with UCPD be used in this way.⁷⁶ This data could be used to identify peaks and valleys in the types of calls the police are called to handle during the course of an academic year (e.g., more mental health calls during the start of the year, midterms and finals) and could also be used to push back on racialized narratives of safety that often call for more police, even as crime rates on campus remain remarkably low. Such data could also highlight the need for nearby jurisdictions to focus non-punitive resources⁷⁷ at pockets surrounding the campus area.

⁷⁵ See Sarah Brayne's recently published book, *Punish and Surveil: Data, Discretion, and the Future of Policing* (2020) Oxford University Press

⁷⁶ See Andrew Ferguson's discussion of "bright data" in *The Rise of Big Data Policing: Surveillance, Race, and the Future of Law Enforcement*. 2017. NYU Press.

⁷⁷ For example, USC relies on non-armed officers hired from the local community to walk along areas in which students are concentrated.

UCPD has recently partnered with Professor Amy Lerman and Assistant Professor Elizabeth Linos at The People Lab (<https://peoplelab.berkeley.edu/>), which has developed a research agenda that responds to some of what we describe above. In addition to its previous work with police departments and other criminal justice organizations around the county, The People Lab has extensive experience working with educational and social justice organizations, including those centered on re-imagining and reforming community approaches to safety.

Specifically, The People Lab is engaged in the following research activities:

- Preparing an analysis of UCPD traffic and pedestrian stops, with attention toward the presence of racial bias in stops and outcomes
- Developing measurements of community safety that are directly informed by the broader campus community. This effort is based on the Everyday Peace Indicators (<https://everydaypeaceindicators.org/>) project. These measures can then be translated into metrics that could be used to evaluate progress towards community safety.
- Conducting a system-wide survey of students, faculty, and staff to better understand the experiences, needs, and preferences of the UC community related to policing and safety.
- Evaluating different models of community safety, including those that do not rely primarily on law enforcement as first responders (e.g., the capacity of Berkeley's fire departments to respond to crisis calls). This evaluation will be important to campus decisions on implementation.
- Implementing best practices based on prior research for UCPD recruitment and hiring, as well as on-going officer and staff training.
- Implementing best practices based on prior research, including studies related to procedural justice, for strengthening campus-police relationships.

With proper support, The People Lab could be a long-term partner in data collection and evaluation efforts. During the year, it was clear that UCPD leadership saw this collaboration as operating in parallel with and independently of the efforts of the IAB. This was due, in part, to the fact that much of the board's early work was dedicated to building the foundation of the board (e.g., charge, bylaws, etc.). That work is now complete. Moving forward, the legitimacy of this collaboration, including UCPD's commitment to transparency, would be strengthened by routine engagement with the IAB. To this end, we recommend that the People Lab establish itself as an independent research initiative that works in partnership with the Chancellor, UCPD, the IAB, and the broader campus community, including those members of the community who have historically been most impacted by negative encounters with the police. In order to effectively meet its research objectives and to ensure that it is seen as a legitimate and trusted source of information, The People Lab must also ensure that its research team is diverse and

includes student assistants who have been active in calls to transform community safety on campus.

Community Relationships: VC Administration, Equity and Inclusion, UCPD, UCOP Office of General Counsel, School of Information, Goldman School of Public Policy, Graduate Assembly, ASUC, UAW 2865, AFSCME, the dLab, BIDS, The People Lab.

Expected Impact: The collection and use of bright data would provide campus with a more accurate understanding of UCPDs activities, which could inform a host of important campus decisions in the future, including the allocation of resources. A collaboration around bright data could also bring together interested researchers, graduate and undergraduate students from across campus in an effort to develop resources to respond in a non-punitive way to what are typically defined as problems around campus (e.g., homelessness; dimly lit corridors, etc.). Data transparency would also ensure that UCPD data reporting practices are in alignment with statewide policies and practices (e.g., [Senate Bill 1421](#)⁷⁸ and [Assembly Bill 953](#)⁷⁹). Additional police-related data that should be shared directly with the IAB and made easily accessible to the campus community include a detailed UCPD budget and disaggregated police data that could demonstrate patterns of racial profiling and/or racial disproportionality.

Time Horizon: Short- to mid-term.

Recommendation 4A: Related to data transparency, campus should work directly with the IAB, UCPD, and an on-campus data analysis partner(s) to establish a mechanism for the public to easily evaluate their encounters with UCPD. This could take the form of an online survey that asks, at a minimum, the following 6 questions:

- Did the officer listen to what you had to say?
- Was the officer polite?
- Do you feel that the officer treated you fairly, without bias toward your race, gender, age, religion, or sexual orientation?⁸⁰
- Did the officer seem concerned about your feelings?
- Did the officer answer your questions well?
- Were you satisfied with the outcome of this encounter?

⁷⁸ "Senate Bill No. 1421." *Bill Text - SB-1421 Peace Officers: Release of Records.*, 2018, leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201720180SB1421.

⁷⁹ "AB 953: The Racial and Identity Profiling Act of 2015." *State of California - Department of Justice - Office of the Attorney General*, 31 Dec. 2019, oag.ca.gov/ab953.

⁸⁰ These questions are slightly revised from Community-based Indicators of Police Performance: Introducing the Platform's Public Satisfaction Survey (Rosenbaum et al, Feb 2011, National Institute of Justice). Although the responses to this question provide some insight into community members' perceptions of encounters, recent research suggests that a sense of procedural justice is tied to outcomes, not just process. That is, one can experience a "procedurally just" encounter as unfair depending on the outcome. See Valerie Jenness and Kitty Calavita's "It Depends on the Outcome": Prisoners, Grievances, and Perceptions of Justice" (2018). Original Q: "Do you feel that the officer treated you fairly, without bias toward your race, gender, age, religion, or sexual orientation?" We want to emphasize inclusion, not a color-blind (or other identity-blind) approach to evaluating encounters.

Officers should also be directed to provide each person they interact with a card that includes their name and badge number and a link to the online survey. The online survey should also be publicized on other campus websites, including UCPD and the IAB. A data partner on campus should be identified to evaluate and share the data publicly on a quarterly basis (at a minimum). The data should also be included in each year's report from the IAB.

Recommendation 5A: Review and Revise Police-Led Safety Training

Review current police-led safety training to better understand parameters of trainings including but not limited to: a) which departments, groups, or organizations have trainings; b) topics that the trainings cover; c) who leads the trainings; d) who develops the curriculum for the trainings; e) the cost of the trainings; f) processes in place for gauging audience satisfaction and soliciting feedback on trainings; with the ultimate goal of a) offering more trainings by professionals trained in conflict resolution and de-escalation techniques; b) offering more trainings that do not center danger narratives and include anti-racism education and mental health awareness; c) and give departments and organizations the option of choosing safety trainings not led by police officers or affiliates. Campus should also take measures, including training, oversight, and audience feedback, to ensure UCPD officers who lead campus safety training do so in ways that adhere to campus' [Principles of Community](#).⁸¹ Finally, campus should work with affinity-based organizations, especially those directly representing the interests of historically marginalized groups on campus, to create safety training curricula that center the needs of those individuals, especially with respect to belonging and wellness.

Background: Over the last two years, students have raised a number of concerns regarding the construction and delivery of "safety training" led by UCPD. In September 2018, students in the Master's in Public Policy program at the U.C. Berkeley School of Public Policy were required to take a safety training led by UCPD Officer Wade McAdam. Students reported that the delivery of the training was racially insensitive and led students to feel less safe and less likely to engage with police on campus.⁸² The same officer led at least two similar trainings in Fall 2019 for Law and Masters in Public Health Students, leaving them feeling similarly less safe and less likely to engage with police on campus. In these trainings, Officer McAdam balked at all attempts to critically examine the efficacy or appropriateness of police involvement in all situations in which a student might feel unsafe. Trainings that were provided to Counseling and Psychological Services were also identified as lacking a sensitivity to mental health issues and marginalized communities. Currently, there is little available information on how the curricula for police-led safety training on campus are developed or identified.

Police-led safety training events are a major way that new and returning students, faculty, and staff, learn how to keep themselves and others safe on campus. It is important that UC Berkeley acknowledge that many students do not feel safe engaging police services and that there are

⁸¹ See UC-Berkeley's Principles of Community at <https://diversity.berkeley.edu/principles-community>

⁸² See response letter: <https://docs.google.com/document/d/17r70RSitHJzuvN8vLK2ZbjLVXI-K4rohQf2EbHu6npk/edit>

other non-UCPD resources on campus, like the Restorative Justice Center,⁸³ that could also lead such training. It is equally important that UC Berkeley create a safety training script and other informational materials that is aligned with an understanding of the diverse set of relationships that communities have with the police. De-escalation training and bystander training should also be included in the training that campus provides to students, staff, and faculty.

Community Relationships: IAB, VC Administration, CAPS, UCPD, UCOP Office of General Counsel, Restorative Justice Center, Office of Equity and Inclusion, UAW 2865, AFSCME, Graduate Assembly, ASUC.

Expected Impact: Increased perceived safety, especially for individuals with marginalized identities that have historically felt unsafe because of the presence of police. Reduced anxiety, especially for individuals with marginalized identities that have historically felt unsafe because of the presence of police.

Time Horizon: Short-term.

Immediate next steps:

- Inventory existing safety training(s) as specified in the recommendation by December 2020.
- Solicit input regarding current training(s) and desires for future training from students, faculty, and staff, with a focus on community organizations that represent the voices of individuals with marginalized identities who have historically felt unsafe on campus because of police presence, by December 2020.
- Build a list of safety providers, from campus and the surrounding community, and work with them to develop training curriculums that decenter police-centered danger narratives and promote, among other things, identifying mental health crises, de-escalation tactics, anti-racism, and conflict resolution by the end of Spring 2021.

B. Community Engagement

Community engagement is an essential part of the board's work. In addition to holding public meetings on a quarterly basis, the board will actively solicit feedback from the community. Community members are also encouraged to contact the board directly with concerns or to request information on the board's efforts. We expect that all meetings during the 2020-21 academic year will be held virtually.

Overview of Board Meeting Structure & Community Listening Sessions

Closed and public meetings of the Board shall be held bi-monthly in order to carry out the objectives of the Board. Notice of time, place and agenda shall be established by the Board and

⁸³ <http://rjcenterberkeley.org/trainings/>

shared with the broad community at least 72 hours before the scheduled time of every meeting. All meetings and public records of meetings will be uploaded to the IAB webpage for public review.

Community Listening Sessions and Board Community Engagement Sessions will be conducted quarterly throughout the calendar year. Community listening sessions will be designed to meet the following objectives:

- Establish shared governance of community safety;
- Deep engagement with impacted groups, including collaborations with affinity groups and community spaces for Town Halls, Listening Sessions, Know Your Rights Training, etc.;
- Establish practice of community accountability through a deliberative process of listening and sharing with the community; and
- Collect information, feedback, and recommendations that can be shared out in the IAB's annual report.

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

Principles of Community Engagement

We will work with faculty, staff, students, and community partners to establish protocols, practices, and principles to guide our community-university work. We will take an approach that includes examining the strengths and weaknesses of what is currently in place, leveraging opportunities to build a set of common ways of working that will inform community engagement practices, and identifying any threats to the success of this co-governance body in challenging historic power dynamics that have disadvantaged community members from underrepresented and marginalized groups.

Why is Community Engagement vital for IAB?

According to the Carnegie Foundation for the Advancement of Teaching, "Community engagement describes collaboration between institutions of higher education and the larger communities it serves (local, regional, state, national, and global) for the mutual beneficial exchange of knowledge and resources in a context of partnership and reciprocity." To that end, the IAB commits to:

- **Centering and uplifting the voices of those most adversely impacted.** We listen, learn, contribute, and respond responsibly to these communities and use the IAB to make recommendations that are actionable and contribute to building a more humane campus.
- **Leveraging the IAB** to ensure education, timely response to inquiries, and interrogation of institutional processes that are not transparent, equitable, and equally applied to all members of the community.

- **Building a credible, transparent, relevant and accountable** relationship building that improves the trust and restores the public confidence in its public servants.

Community Engagement is critical to our public mission and is a part of excellent scholarship that activates innovation, informs and improves policy-setting and decision-making that impacts the lived experience and public trust of the community.

Recommended Strategies for Community Engagement

Recommendation 1B: Campus should invest in satellite services for community members not on campus (due to Covid-19 response) that are accessible at the nearest UC campus.

Background: Due to Covid-19 restrictions, members of our campus community will be spread throughout the state (and the world). Campus should work with UCOP to ensure that services are made available to UC Berkeley community members who are working and learning virtually near other UC campuses, including, for example, reciprocal access to services like psychological services, restorative justice, and social services should be extended and established across the U.C. system.

Community Relationships: All UC campuses: UC Berkeley, UC Davis, UC Irvine, UC Los Angeles, UC Merced, UC Riverside, UC Santa Barbara, UC Santa Cruz, UC San Diego, UC San Francisco.

Expected Impacts: Our most vulnerable and disproportionately impacted communities will have access to services nearer to their current location/residence during the pandemic. This would mitigate against further marginalization and negative impact of not having access to on-campus services.

Recommendation 2B: The IAB should partner with campus units to host on-campus satellite office hours at sites where impacted communities are already present (e.g. FLHBRC, Path to Care, Student Advocates Office, etc.) and invest in new services that address any gaps in services.

Background: The community has identified specific spaces that demonstrate best practices in delivering services to students and staff that **increase** the security, psychological and physical safety of the community. Therefore, situating services for ease of access into these already proven structures increases the responsiveness and accessibility for serving community needs.

Community Relationships: Educational Justice & Community Engagement (EJCE), Fannie Lou Hamer Black Resource Center, Latinx Resource Center, Path to Care, Student Advocates' Office, Undocumented Students Program, Basic Needs Center, and identified academic departments across the campus

Expected Impact: Increased access and utilization of IAB services that centers on the needs of impacted communities, increase educational opportunities and programming that incorporates care throughout the campus and is not situated in a building, but in the culture of Berkeley.

Recommendation 3B: UCPD should consult with and accept input from the IAB and/or IAB leadership before publicly announcing campus safety and policing plans.

Background: In the historical and recent past, UCPD has engaged with members of the campus community in a coded, escalated, and reactionary manner. Messages sent to the community that are developed solely through the lens of law enforcement risk ignoring or dismissing the expressed needs of the most impacted communities. Such messages continue to erode trust and distances the UCPD from providing community-informed solutions to approaches to safety.

Community Relationships: UCPD, BPD, campus administration, Othering & Belonging Institute, community partners and select programs focused on equity, inclusion, diversity, and belonging.

Expected Impact: This will mitigate the co-opting of community labor and efforts for institutional change; establish a co-construction framework of collaboration with community stakeholders; and potentially increase confidence and transparency between the community and UCPD.

Recommendation 4B: The Chancellor's Office and the IAB should engage with campus partners and decision-making bodies to develop the necessary partnerships to execute the board's charge. This includes establishing MOU agreements; informational presentations; establishing a web presence; and providing general education about the board's work.

Background: UC Berkeley is a large, complex, decentralized and siloed institution. Resources on the Berkeley campus are plentiful, but the awareness of these resources are limited due to the lack of coordination and dissemination of information throughout the campus.

Community Relationships: ASUC & GA, Student Union Board, Academic Senate, EJCE offices, NavCal Program, Underground Scholars Program, Path to Care, AFSCME, Chancellor's Cabinet, Council of Deans, Resource Centers

Expected Impact: Increased awareness of the IAB and structural incorporation of the Board into the fabric of community life.

Recommendation 5B: The Chancellor's designee will provide a budget to support convenings related to the best practices in designing community safety plans that meet the needs of the most impacted groups and increase safety for all in ways that reduce or eliminate the need for law enforcement.

Background: Currently, across all UC campuses, there is no structure in place that brings together the community to discuss innovative solutions to developing and leveraging the expertise on community-based safety models. Campus should ensure that the IAB receives a budget that allows it to become a state-wide and national model for creating and implementing innovative approaches to community safety. The IAB was promised a budget of \$30,000 by the Vice Chancellor of Administration.

Community Relationships: UC Office of the President, Othering & Belonging Institute, Office of the Vice Chancellor of Administration, Student Affairs, Division of Equity & Inclusion, and system-wide UC campuses, Public Service Center, various student groups and organizations

Expected Impact: There is a great need for system-wide communication among IABS, especially in this moment. As the campus and the university moves toward developing new systems of community safety, it will be necessary for IABs to come together in sustained conversation around best practices and emerging approaches to ensuring community safety on campus in ways that do not rely on armed officers.

Recommendation 6B: Campus should establish a Community Excellence Award for Innovations in Community Safety.

Background: Throughout the UC Berkeley campus, there are several prominent awards that illuminate and elevate our values through awards that recognize distinctive contributions to the improvement of the campus climate. There is no award that specifically addresses innovative approaches to ensuring community safety.

Community Relationships: Chancellor, Chancellor's Cabinet, Provost, and UC Berkeley students, staff, and faculty community members, academic and administrative departments

Impacts: Increase in community engagement and celebration of innovative contributions to community safety. Tangible evidence of campus commitment to the work of innovation and safety.

Recommendation 7B: The Chancellor's office and the IAB should provide a community response period before accepting a finalized annual report from the IAB.

Background: The IAB's annual report serves as a form of accountability to the community and allows for the board and the community to document progress towards continuous improvement and change. The campus community should be provided with an opportunity to comment on the report before it is finalized and published.

Community Relationships: Community listening sessions, institutional researchers, campus leadership, UCPD

Expected Impact: Increased engagement with the community will strengthen the recommendations provided at the end of each year and encourage a sense of shared governance. This will also help to increase trust among the IAB and the campus community and will provide a record of progress toward innovative approaches to achieving community safety.

C. Community and Government Relations

Recommendation 1C: Establish Know Your Rights Orientations for Campus Community

Campus should establish regular “Know Your Rights” orientations for the campus community that are organized by an entity other than UCPD.

Background: Community members are often unaware of what their rights are during encounters with the police. Police encounters with the public can quickly escalate to physical force and/or arrest. In these cases, there is often a tension between how the police and the community understand and explain the “justification” for such escalation. We are interested in designing an orientation that gives community members an overview of what civilians and officers should do in moments that can lead to unsafe situations. Community members are in need of a standard *know your rights* (KYR) orientation similar to the [UndocuAlly training program](#)⁸⁴, where there is an emphasis on community empowerment and legal information in the event one encounters police during their time on campus and elsewhere. Providing this standard education would be empowering for students and would allow for students to be good stewards of community safety values. KYR orientations could be provided by the ACLU and other community advocacy organizations.

Community Relationships: UCPD Community Engagement Unit, Local Non-Profit Organizations such as ACLU, National Police Accountability Project and others^[2].

Expected Impact: KYR orientations from a community-centered perspective would provide community members with appropriate knowledge to navigate police encounters and resources to draw on in the event of a negative encounter.

Timeline: Short-term: Pilot information sessions for Fall 2021, and marketing materials beginning Fall 2020

⁸⁴ “UndocuAlly Training Program.” *UndocuAlly Training Program | Campus Climate, Community Engagement & Transformation*, campusclimate.berkeley.edu/undocually-training-program.

Recommendation 2C: IAB Leadership on the Curriculum for Community Academy

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

Community Relationships: UCPD Community Engagement Unit, Berkeley Police Department; Othering and Belonging Institute; Gender Equity Resource Center RAD Training program

Expected Impact: Over the last month, the landscape of police and community relations has changed dramatically. Any community engagement effort by UCPD is likely to meet a good deal of resistance. A curriculum that does not adequately address the trauma caused by the most recent string of publicized police killings will not meet its goal of better serving marginalized members of the campus community. It is imperative that if such a curriculum is developed, it be co-constructed in a way that provides a structured environment for engaging with the challenges of the moment, and not simply act as a forum for people to learn more about police operations. A community academy should be led by members of the community and should prepare community members to become certified observers of police activity on campus.

Timeline: Short-term. Curriculum should be finalized by Spring 2021.

Recommendation 3C: Review and provide suggested amendments to MOU’s with Police Agencies that serve neighborhoods that are adjacent to the campus (Berkeley and Albany), including MOUs related to [shared jurisdiction](#)⁸⁵.

Campus and the IAB should develop an informed understanding of the role UCPD plays in policing these neighborhoods, including collaboration with other police agencies--in regard to police practices and promoting a sense of safety among groups who have been impacted by negative interactions with police. Initial steps will include a review of existing agreements (e.g., Telegraph Avenue Beat MOU, the Southside Safety Patrol, and mutual aid agreements used during protest response)

Background: Students and other campus affiliates live in neighborhoods off the main campus (North Berkeley, Telegraph, Shattuck, Albany). The IAB can play a role in facilitating how police jurisdictions can better serve the needs of our community.

⁸⁵ “Jurisdiction and Authority.” *Jurisdiction and Authority* | Berkeley UCPD, Dec. 2007, ucpd.berkeley.edu/about/jurisdiction-and-authority.

Community Relationships: City of Berkeley Councilmembers, Neighborhood Associations, Telegraph Business Improvement District, UC Berkeley's Government and Community Relations Department; PD Chiefs of Albany, Berkeley, UCPD.

Expected Impact: It is important that incidents that occur in shared jurisdiction are not used to strengthen or expand UCPD and that campus resources and budgets are being used in ways that are consistent with its stated values. Revisiting these agreements can provide more information on how policing occurs in satellite communities in which UC-Berkeley students and affiliates live. If paired with an informed understanding of community safety concerns in certain areas, for example, mental health crises, incidents of sexual violence, etc., campus can work with the City of Berkeley to focus appropriate resources in these areas. Overall, there can be a better understanding of how jurisdictions interact with one another and assess their impact on campus experience, which is necessary for the development of alternative approaches to ensuring community safety.

Timeline: Short- to mid-term. Community conversations about policing impact on these neighborhoods in 2020-2021. Draft MOU's begin Summer 2021 and pass in Council by Spring 2022.

Recommendation 4C: Community Safety Orientations for Temporary University Affiliates

Background: There is a growing number of temporary university affiliates engaging with the larger campus community: visitors/guests, conference attendees, and students and scholars visiting through Berkeley Exchange and summer programs. Many have a limited understanding of the unique considerations of safety and wellbeing associated with an urban campus. There is a need to establish some foundational context around safety that allows for temporary members of the community to embrace the culture and climate of Berkeley. This orientation is an opportunity to help prepare these temporary members of the campus community for the social and personal responsibilities of safety within the Berkeley context. For instance, not leaving your laptop unattended, walking in groups at night, and locking doors. Additionally, this orientation should serve as an introduction to the history of radicalized policing within the United States, specifically acknowledging that the role of law enforcement in upholding safety holds varying perspectives and impacts, namely for Black members of the campus community. This training will help ensure that all members of the campus community, temporary and long-standing alike, have the historical and cultural understanding to safely navigate their environment.

Community Relationships: Division of Equity & Inclusion (for Summer Programs that serve Underrepresented Middle and High School students); Stiles Hall; Summer Sessions; RSSP; Cal Sports Camps, UC Berkeley Conference and Event Services

Expected Impact: Clear guidelines communicated to visitors about Berkeley's community safety values

Timeline: Draft language for campus safety (Fall 2020); logistics for dissemination(Spring 2021) and full implementation by Summer 2021

Recommendation 5C: Campus should strengthen its approach to unsheltered engagement by redirecting existing resources from UCPD towards basic needs initiatives for students and campus constituents.

Background: The numbers of homeless (university and non-university affiliated) residents in the City of Berkeley is high; at last count close to 2,000 on any given day. While this population is typically assumed to consist of non-university affiliates, [the 2017 Chancellor's Housing Survey](#)⁸⁶ results suggest otherwise. The survey found that 10% of all respondents (undergraduate students, graduate students, and postdocs) self identified as having experienced homelessness at some point during their time at UC Berkeley -- this rate was doubled for postdocs. As might be expected, the unhoused population has great needs, including access to mental health and other basic services.

The Basic Needs Center can aid the campus in cultivating strong community relations with the houseless population. Specifically, we call upon campus stakeholders to review existing practices and training(s) pertaining to unsheltered engagement/outreach. Engaging with Berkeley's growing unsheltered population should be less about the policing of problematic persons, and more about providing access and referrals to resources and making intentional interventions within conflict.

Community Relationships: Basic Needs Center; University Health Services; [Sacramento PD's engagement unit](#);⁸⁷ [Santa Ana PD](#);⁸⁸ [SFPD](#);⁸⁹ Ari Neulight (Outreach Coordinator for People's Park); School of Social Welfare; RSSP; VC for Administration; the Berkeley Senior Center, Berkeley Mental Health Services, Alta Bates Emergency Department, the East Bay Community Law Center, Suitcase Clinic; School of Social Welfare Faculty (Greg Merrill, Eveline Chang, Tina Sacks, Julian Chow); Susana Fong (Alameda Health System); BOSS : Building Opportunity for Self Sufficiency; Sam Davis Architecture; Telegraph Business Improvement District, City of Berkeley Mayor's Office.

Expected Impact: The intentional engagement with unhoused populations increases notions of belonging and can actually address the problem head on to prevent more conflict. A surveillance-based approach to homelessness only produces further antagonism. An approach to services conveys that Berkeley is a borderless campus that welcomes all. This encourages a

⁸⁶ "Housing Survey Findings." *Office of Planning & Analysis*, 2017, housing.berkeley.edu/sites/default/files/pdf/HousingSurvey_03022018.pdf.

⁸⁷ "Homeless and Mental Health Outreach." *City of Sacramento*, www.cityofsacramento.org/Police/Resources/Homeless-and-Mental-Health-Outreach.

⁸⁸ "Homeless Engagement." *The City of Santa Ana*, www.santa-ana.org/pd/homeless-engagement.

⁸⁹ "Police Commission." *Public Interaction with the Homeless | Police Commission*, sfgov.org/policecommission/public-interaction-homeless.

care-taking approach to the unhoused. Additional training^[6] will be needed for officers in order to properly engage this population as foundational training is not enough.

Timeline: Setup and fully functioning 3 months before the construction of the People's Park project.

Recommendation 6C: Campus should establish an emergency legal fund to address violations of civil liberties.

Background: Community members who have negative, aggressive, or violent encounters with the police may not have the resources to pursue legal redress. The development of partnerships that could provide pro-bono legal services would allow for those harmed to have access to legal counsel if they believe that their constitutional rights have been violated. The contracting of legal services would relieve a financial burden to those seeking justice. A model for this fund is UCOP and the State of California's initiative to provide immigrant legal services.

Community Relationships: Bay Area Legal Aid; Liability Attorneys in the Bay Area; Berkeley Police Review Project; Misconduct Attorneys; National Lawyers Guild ; Black Alumni Association, the Chancellor's Office (to lead fundraising initiatives)

Expected Impact: The ability to seek redress is essential to accountability. The development of these partnerships would allow the IAB to refer impacted community members to legal counsel if they believe their civil liberties have been violated.

Timeline: The effort to develop relationships and a fundraising strategy should be developed immediately. The IAB will begin investigating opportunities in Fall 2020.

Recommendation 7C: The Chancellor's designee should collaborate with URM student groups to coordinate systemwide engagement on policing.

Background: The Universitywide Task Force on Policing requested each campus identify a designee to carry-out the recommendations from the President. This designee was also requested to share best practices between campuses through systemwide coordination. We recommend that the designee work directly with students in this systemwide effort.

A systemwide student organization, the Pan-African Student Association, is comprised of each campus' Black Student Union executive board and has a specific interest in systemwide police accountability. We recommend the Chancellor's designee partner with the Pan-African Student Association to help develop shared coordination between campus designees and Black Student Unions.

Expected Impact: The partnership between Black students and campus administrators will help ensure that the students most impacted by University policing have autonomy over decisions

about community safety and what that means for them, and will also ensure that the systemwide implementation of police accountability and oversight reflects a set values that are shared among students most impacted by policing and administrators.

Community Relationships: Vice Chancellor of Administration, Division of Equity & Inclusion, Black Student Union

D. People and Culture

The recommendations in this section fall under the responsibility of the Division on People and Culture, formerly Human Resources. Although these recommendations are centered in P&C, the development and implementation of these recommendations will require partnerships and relationships among the entire campus.

Recommendation 1D: Develop a timeline for the relocation of UCPD from Sproul Hall. All aspects of this move that can be conducted immediately should be implemented immediately. For example, as much of the department as possible should be relocated to a temporary location until a more permanent location can be found. Campus should identify a plan for this move, including a deadline for implementation, and share this plan with the IAB and with the campus community.

Background: The Chancellor has committed to moving the police department from its prominent place on Sproul Plaza (see campus message on June 18, 2020). The Chancellor's commitment to this move responds to repeated calls from impacted communities to remove UCPD vehicles from move UCPD from its prominent place on campus in Sproul Hall, Sproul Plaza, and Barrows Lane, which is adjacent to the back entrance of the Fannie Lou Hamer Black Resource Center and opens Black students up to unwarranted surveillance and intrusion.

The Chancellor's commitment is supported by scholarship in higher education that emphasizes the impact campus ecology has on inclusion and belonging. Campus ecology refers to the intersection between the institution's physical environment and the experienced behaviors and climate of the institution's constituents, particularly students. Campus ecology can either support or hinder the goals of student growth and development. As student demands have communicated repeatedly, the physical presence of policing on campus carries direct implications for the campus climate of Black students and community members.

Expected Impact: Our students have repeatedly identified how the heavy police presence on Barrows Lane, which sits adjacent to the back entrance to the Fannie Lou Hamer Center, makes them feel unsafe. The Chancellor's commitment to moving the police department from its prominent place on Sproul Plaza and Barrows Lane acknowledges these concerns regarding inclusion and belonging and responds in a meaningful way.

Community Relationships: VCA, Division of Equity & Inclusion, Chancellor

Time Horizon: Immediate. Campus should move on this as quickly as possible.

Recommendation 2D: On June 18th, Chancellor Christ committed to reducing the scope of law enforcement responsibilities on campus and identifying opportunities to move responsibilities currently housed in the police department to other campus units, beginning with emergency management, Live Scan fingerprinting, access to buildings, and compliance with the crime reporting and transparency requirements of the Clery Act. This commitment is consistent with the board's recommendation.

Background: Over the last year, UCPD has repeatedly acknowledged that its officers are stretched thin, which contributes to increased levels of stress that can negatively impact their encounters with the public. Until very recently, the imagined solution has been to hire more officers. Reducing the scope of law enforcement responsibilities will help the department to focus on a targeted and distinct set of core responsibilities in a more effective and efficient manner.

Moving Live Scan fingerprinting into other campus offices is one simple example of how to reduce campus' reliance on UCPD. The police department currently houses two Live Scan machines that are placed in the hallway in the basement of Sproul Hall. The Live Scan machine is staffed by a civilian employee. The Live Scan machines are registered to the department's ORI # and the outcome of background checks are reported directly to UCPD. The basement of Sproul Plaza is not an ideal setting in which to welcome new employees to the university community. Ideally, new employees would have the opportunity to utilize the Live Scan machines in other campus settings (e.g., administrative offices, upper floors of Sproul Plaza, etc.).

One possibility discussed by members of the IAB, including Eugene Whitlock, Marc Fisher, Chief Margo Bennett, and Community Engagement Officer Sabrina Reich, was to move Live Scan processing to the Cal 1 Card office. The cost of a machine is not prohibitive (about a few hundred dollars) and civilian employees could be trained to perform the Live Scan screening.

Expected Impact: A reduction in the scope of UCPD's responsibilities would likely have a positive impact on officer stress levels and reports of burnout and could reduce the need to hire additional officers. That funding could be allocated to other resources and entities on campus. The implementation of this commitment would demonstrate an acknowledgement of recent demands from students, staff, and faculty.

Community Relationships: VCA, Division of Equity & Inclusion, Chancellor, CAPS, Student Affairs

Time Horizon: Short-term. This could and should be accomplished during AY 2020-21.

Recommendation 3D: People and Culture should work with campus leadership and key stakeholders to establish a professional conduct protocol that is used to preserve the dignity, health and well-being, and psychological safety of protected classes and community members when engaging with UCPD; reduce the experiences of racial profiling; and strengthen campus responses to wellbeing and mental health crises among members of the campus community (faculty, employees, and staff). These standards should be in place for as long as UCPD exists on campus.

Background: There have been a number of reported and unreported incidents of unprofessional conduct and profiling behaviors of UCPD targeted at most impacted communities, including video recordings of UCPD officers displaying aggressive and bullying behaviors towards local independent vendors, traumatizing youth, detaining staff members, using force when it is not warranted, and using approaches that strip individuals of their dignity.

Community Relationships: Chief People & Culture Officer, UCPD, Division of Equity & Inclusion, student organizations and groups

Expected Impact: The arbitrary and aggressive actions of officers recorded during recent protests against racism and police violence demonstrate the need for strong mechanisms of police accountability and oversight. Campus must ensure that UCPD officers, who are also university employees, meet the same standard of professionalism and respectful engagement that is required of any other staff member on campus. The clear communication of these standards, and holding people accountable when they violate these standards, could help to reduce some of the harm done to those who are most impacted by policing on campus.

Recommendation 4D: Develop best practices for increasing transparency and involvement of community members in UCPD hiring processes.

Background: There should be more transparency around hiring practices of UCPD. For example, in the recent past, students have expressed concerns about the policies and practices around hiring officers with disciplinary records from other departments, as well as the lack of transparency in officer promotions. IAB board members also expressed a desire to have community members engage with candidates during the hiring process. Currently, UCPD is working with Professor Amy Lerman on how to improve recruitment and hiring efforts. It is especially important that impacted students be a part of this process, which can be a challenge given the already overwhelming schedules that many of our impacted students are managing. Thought should be given to how to best incorporate students into this process, including using representative/proxy approaches to ensure consistent student participation. We also recommend the development of an ad-hoc community panel that could be assembled by the IAB and integrated into the interview process.

Necessary Relationships/Partnerships: ASUC, BSU, Division of Equity & Inclusion, VCA.

Expected Impact: Having impacted community members involved in the hiring process from the beginning would emphasize the importance of community involvement for potential candidates early in the interview process. It would also respond to a persistent call from students to be involved in this process and could potentially serve as the basis for stronger relationships between law enforcement and the community over time.

Time Horizon: Short- to mid-term. The IAB should work to identify ways to integrate community members into the hiring process over AY20-21.

Recommendation 5D: Develop best practices for increasing transparency and involvement of community members in UCPD decisions around policing practices, technologies.

Background: Historically, UCPD has acquired new technologies and equipment (e.g., body cameras, PredPol, etc.) without any discussion of the impact of these technologies on the broader campus community or the degree to which these new technologies and equipment meet or violate community expectations. Campus should develop a practice of consulting with impacted communities about the adoption of new technologies and tools before acquisition decisions are made.

Community Relationships: Division of Equity & Inclusion, VCA, CAPS, ASUC, BSU⁹⁰

Expected Impact: This recommendation would demonstrate UCPD's and campus leadership's accountability to the broader campus community and especially to those most affected by policing on campus.

Time Horizon: Short- to mid-term.

E. COVID-19 Response and Recovery

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

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

⁹⁰ Necessary relationships and partnerships include E&I ([the UC Division of Equity and Inclusion](#)), VCA ([Vice Chancellor Administration](#)), CAPS ([Counseling and Psychological Services](#)), ASUC ([Associated Students of the University of California](#)), & BSU ([Black Student Union](#))

Background: The American Public Health Association released a [statement](#)⁹¹ framing law enforcement violence (both physical and psychological) as a public health issue. In their statement, APHA suggested municipalities and institutions: 1) eliminate policies and practices that facilitate disproportionate violence against specific populations (including laws criminalizing these populations); 2) institute robust law enforcement accountability measures; 3) increase investment in promoting racial and economic equity to address social determinants of health; 4) implement community-based alternatives to addressing harms and preventing trauma; and 5) work with public health officials to comprehensively document law enforcement contact, violence, and injuries. Recently the Human Impact Partners cited this statement in their call for responsible COVID response entitled, [Health Instead of Punishment](#).⁹² HIP's platform for COVID Response and Recovery Health Equity cautioned against institution's over reliance upon law enforcement. Additionally, in the wake of national pandemics and/or disasters, the department of homeland security found that municipalities allocate emergency support funds to local law enforcement agencies. While these funds are intended to account for the expansion in law enforcement's scope of responsibilities, the budgetary increase often becomes recurring.

The Board cautions against increasing the scope of UCPD and relying upon the department to enforce public health protocols. Relying upon UCPD to oversee the campus' COVID response, specifically coordinating surveillance and contact tracing could further exacerbate the existing violence (both physical and psychological) for the campus' most marginalized members.⁹³ Once the campus reopens, the Task Force should also recruit Community Ambassadors to communicate public health and safety parameters between affinity groups and campus administration.

Community Relationships: Chancellor and her cabinet, specifically the Vice Chancellor of Student Affairs, Vice Chancellor of Administration, and University Health Services.

Expected Impact: Ensuring that all members of our campus community are able to safely navigate campus' reopening while adhering to public safety regulations.

Timeline: The Board member will be confirmed by the Chancellor upon the acceptance of this recommendation. The confirmed Board member will begin working with the Task Force immediately. Community Ambassadors will be recruited and confirmed within the first month of the Fall semester.

⁹¹ "Addressing Law Enforcement Violence as a Public Health Issue." *AMERICAN PUBLIC HEALTH ASSOCIATION*, 13 Nov. 2018, www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2019/01/29/law-enforcement-violence.

⁹² "Health Instead of Punishment." *Human Impact Partners*, 19 June 2020, humanimpact.org/about-us/key-initiatives/health-instead-of-punishment/.

⁹³ See also <https://www.worldpoliticsreview.com/articles/28736/policing-a-pandemic-how-police-were-and-were-not-prepared-for-covid-19> which describes discusses increased police violence related to increased surveillance during a pandemic.

F. Additional Recommendation (Use-of-Force)

- On June 18th, Chancellor Christ announced that UCPD “has banned the use of carotid holds” and committed to working with the UCPD and the community to “identify additional policy changes to ensure that our use of force policies are as restrictive as possible within the context of University of California policy and the law.” We recommend that campus implement and announce a timeline for this process, including plans for engaging the community around expectations for use-of-force and revising use-of-force policies accordingly. These policies should also reflect expectations for how UCPD is expected to interact with youth on and near campus, especially in student and family housing.

^[1] Recent moments of questionable police conduct: [2018 David Cole incident](#); [2019 UVA incident](#); [2017 food vendor incident](#);

^[2] [Alliance of Californians for Community Empowerment](#); [All Of Us Or None](#); [Anti-Police Terror Project](#); [The Black Organizing Project](#); [The Center for Constitutional Rights](#); [Coalition for Police Accountability](#); [Right to the City \(RTTC\)](#); [Center for Policing Equity](#)

^[3] Chief Margo Bennett on January 30, 2020 sent out an email detailing the intentions of creating a Community Engagement Unit, she states: “As chief of police, I have begun restructuring Berkeley’s police department to include a new unit devoted specifically to community engagement. This unit will focus primarily on developing a sustainable program of

liaisons and partnerships within our diverse community. Our main goals for the unit are to increase two-way communication with students, staff and faculty members; and to incorporate procedural justice principles into our relationship with the campus. Within this unit, and in collaboration with community partners, UCPD will identify a new staff member who will build a program of restorative justice and implement departmental practices consistent with this philosophy. Restorative justice is a criminal justice theory that focuses not on punishment, but on rehabilitating offenders through reconciliation with victims,”

^[4]See letter from GSPP students at the end of this document.

^[5]<https://campusclimate.berkeley.edu/students/centers-educational-justice-community-engagement/gender-equity-resource-center/geneg>

^[6] For example, [Crisis Intervention Team \(CIT\) training](#).

^[7] January 10 Budget Introduction and May Revise:

<http://www.ebudget.ca.gov/FullBudgetSummary.pdf>

^[8] [Law Offices of James Dunn](#); [Haddad and Sherwin LLP](#); [Liberty Law](#); [Gwilliam Ivary Chiosso Cavalli & Brewer](#); [Helbraun Law Firm](#); [The Law Offices of Anthony Boskovich](#); [Rachel Lederman Esq.](#); [CASPER, MEADOWS, SCHWARTZ & COOK](#); [John Burriss Law](#)

APPENDIX A: Charge and Bylaws

Independent Advisory Board on Police Accountability and Community Safety

In early 2019 the [Presidential Task Force on Universitywide Policing](#) recommended that each campus establish an Independent Advisory Board to work with campus leadership, the campus community, and its police department in identifying and addressing issues involving the safety and quality of life of students, staff and faculty. This recommendation followed a similar recommendation included in the University of California Academic Senate's [Report of the Systemwide Public Safety Task Force](#), which was initiated by the University Committee on Faculty Welfare (UCFW) in 2017 to "review the UC Police Policies and Administrative Procedures manual (the "Gold Book") and other systemwide public safety directives to identify best practices for all UC campus police departments." Both sets of recommendations come on the heels of years of systemwide and campus-based organizing efforts led by students and staff who advocated for greater transparency and accountability in policing on and near UC campuses. At Berkeley, these efforts were led by the Black Student Union (BSU) and the Associated Students of the University of California (ASUC), in collaboration with key student and staff partners on campus.

UC Berkeley established the Independent Advisory Board on Police Accountability and Community Safety (IAB) in Spring 2019 and held its first meeting on Thursday, September 19, 2019. The IAB is an independent board composed of students, staff, and faculty from the UC Berkeley community. The IAB is structurally independent from UCPD, reports directly to the Chancellor, and is accountable to the broader campus community. A Chancellor's designee is responsible for providing logistical, budgetary (operational), and administrative support directly to the IAB. The IAB will make recommendations regarding policing policies, procedures, practices and training when the IAB identifies possible improvements or gaps. The IAB also solicits public input during open meetings.

The Presidential Task Force recommendations provide a starting point for the IAB's charge, however, persistent demands from students ([Senate Resolution No. 2018/2019- 036](#)) require that UC-Berkeley's IAB also focus its efforts on the [context-specific needs and concerns of students](#), staff, and faculty of UC-Berkeley, especially those who have historically been most impacted by negative encounters with policing on and near campus. UC-Berkeley's IAB acknowledges that the history of policing in the United States is rooted in settler-colonialism, racialized slavery and racial capitalism, and is committed to grounding the Board in said history and the subsequent intergenerational trauma that impacts the campus community. Thus, the IAB intentionally adopts a definition of Community Safety that extends beyond ensuring the security of persons and property on or near campus. Community Safety also means: 1) that those who are charged with serving and protecting do so in ways that are consistent with the University's stated values and the highest standards of professional conduct and consistency; 2) that all students are safe from arbitrary, unwarranted, unrestrained, and/or excessive acts of surveillance, bodily intrusion, psychological harm or violence at the hands of law enforcement on and near campus; and 3) that campus representatives center the holistic wellness and inclusion of vulnerable campus communities (e.g. Black,

Indigenous, Latinx, Undocumented, formerly incarcerated, LGBTQ, etc.) in their interactions.

Although the IAB is not an investigatory or disciplinary body, the IAB will hear community complaints and accept more general feedback, concerns, grievances, reports, and observations related to police conduct and community safety on or near campus. Complaints received by the Board will be forwarded to the Office of Ethics, Risk and Compliance Services for review and investigation. Investigation reports will then be forwarded to the Independent Advisory Board on Police Accountability and Community Safety for review. Following IAB review, recommendations will be sent to the Chancellor, the Chancellor's designee, and the Chief of Police. In addition, the IAB will be proactive in identifying system gaps and providing recommendations for ensuring that adequate structures are in place to address community complaints and concerns related to campus leadership's management and response. Finally, the IAB will facilitate the provision of multifaceted support to campus community members impacted by police violence and/or negative police encounters, including, but not limited to, facilitating referrals for confidential counseling with University Health Services, aiding in communication with relevant faculty and/or supervisors regarding the incident and potential impacts, and serving as a liaison between impacted individual(s), groups, and University administration/police.

The Board will prepare an annual report for both the Chancellor and the broader campus community documenting all activities, progress, and challenges towards building trust, accountability, and improvements in policing and community safety. The report will include recommendations and suggestions for the Chancellor to adopt in pursuit of a healthier and safer campus climate.

Our Charge

- Assess the needs and concerns related to policing among students, staff, and faculty at UC Berkeley in order to identify needed changes in police practices and training and to ensure equity in campus safety.
- Assess the needs and concerns related to community safety, quality of life and equity of experience among students, staff and faculty at UC Berkeley in order to identify needed changes in community safety resources to ensure equity in community safety.
- Establish campus community expectations for police leadership and command staff and for policing policies and practices (e.g, transparency, mutual aid, etc.) that are consistent with the mission and values of the University and ensures community belonging and a greater sense of physical and psychological safety among students of color, underrepresented, non-traditional, and marginalized communities on campus (e.g., Black, Latinx, LGBTQ+, formerly incarcerated, undocumented students, student parents, etc.).
- Promote accessibility and accountability to the campus community and the general public by providing open meetings, multiple forums, listening sessions, and public meetings to discuss experiences of community safety and community- centered approaches to improving and/or maintaining community safety.

- Review and analyze reports, audits or data involving UCPD, their operations, personnel, and contact with the community, to inform discussions for improving community safety and police accountability and recommendations regarding policing policies, procedures, practices and trainings. Reports, audits or data will be provided to the IAB by UCPD and/or the appropriate administrative unit.
- Hear community complaints and conduct time-sensitive reviews of incidents of alleged police misconduct and/or alleged harm to the community, as necessary. These reviews will assess the impact of events on community members and interrogate post-incident processes related to community safety and police accountability.
- Review investigation reports conducted by the Office of Ethics, Risk and Compliance Services and make recommendations to the Chancellor and Chief of Police following investigations of complaints from the campus community or general public.
- Provide multifaceted support to campus community members impacted by negative police encounters (directly or vicariously), including but not limited to facilitating referrals for confidential counseling with University Health Services, aid in communication with relevant faculty and/or supervisors regarding the incident and potential impacts, act as a liaison between impacted individual(s) and University administration/police.
- Improve and strengthen systems of accountability by increasing transparency of policing policies and practices; informing community members of the various ways to submit a formal complaint; providing multiple mechanisms for submitting and responding to civilian complaints; and facilitating the development of easily accessible and transparent reporting mechanisms following interactions between UCPD and the campus community (e.g., for complaints of police misconduct).
- Prepare an annual report for submission to the Chancellor and the broader campus community of all activities, progress, and challenges towards building trust, accountability, and improvements in policing and community safety, which includes recommendations and suggestions for the Chancellor to adopt in pursuit of a healthier and safer campus climate. All reports will be published on the IAB's website and disseminated intentionally to impacted groups.

Bylaws of the

Independent Advisory Board on Police Accountability and Community Safety

Last Amended December 16, 2019

ARTICLE I: NAME AND AUTHORITY

Section 1. Name

The name of this body is the Independent Advisory Board on Police Accountability and Community Safety, herein referred to as “the Board”. The full name is as stated in the Board Charge, approved by voting members in November 2019. The Independent Advisory Board on Police Accountability and Community Safety is also known by the acronym IAB.

Section 2. Authority

The Board operates in accordance with the following mandates and recommendations:

- 1) Presidential Task Force on Universitywide Policing Report Recommendations
- 2) Systemwide Public Safety Task Force Final Report
- 3) UC Berkeley Undergraduate Student Diversity Project: Campus Experience Working Group Report Recommendations
- 4) ASUC Senate Resolution No. 2018/2019-036

Parliamentary procedures of this Board will be in accordance with these Bylaws and any Special Rules of Order adopted by the Board. The default parliamentary authority for procedures that are not covered in these Bylaws or the IAB Special Rules of Order shall be the current edition of Robert’s Rules of Order, Newly Revised.

ARTICLE II: PURPOSES AND FUNCTIONS

Section 1. Purpose

The purpose of the Independent Advisory Board on Police Accountability and Community Safety is tasked with these primary objectives:

- A. Complaint Review
- B. Data Collection and Evaluation
- C. Policy Recommendation
- D. Outreach and Education

Section 2. Function

The Board will make recommendations regarding policing policies, procedures, practices and trainings when the Board identifies possible improvements or gaps. The Board will solicit community input during public meetings. The Board will accept community complaints, will independently review investigation reports conducted by the Office of Ethics, Risks and Compliance Services, and will make recommendations to the Chancellor and Chief of Police following investigations of complaints from the campus community or general public. The Board will also conduct independent investigations to review incidents of police misconduct and alleged harm to the community on an ad-hoc-basis. Finally, the Board will facilitate the provision of multifaceted support to campus community members impacted by police violence and/or negative police encounters, aiding in communication with relevant faculty and/or supervisors regarding the incident and potential impacts, and serving as a liaison between impacted individual(s), groups, and University administration/police.

Section 3. Independence

The Board is structurally independent from the UCPD, reports directly to the Chancellor, and is accountable to the broader campus community. The Board maintains independence in order to provide authentic harm reductive community engagement, policy and legal review, community complaint analysis, as well as research through data transparency.

Section 4. Training and Confidentiality Commitments

IAB members and ex-officio members shall receive training in partnership with the Office of Ethics, Risk, and Compliance Services regarding police procedures, relevant legal issues, impartiality, the confidential nature of police misconduct investigations and discipline, and the civilian oversight field. In addition to procedural training, the Board will also receive training in partnership with the Division of Equity and Inclusion regarding implicit bias within both institutions and perpetuated by individuals.

Each voting member shall sign a confidentiality agreement.

ARTICLE III. COMPOSITION AND MEMBERSHIP

Section 1. Selection and Appointment.

The Board will be comprised of roughly sixteen (16) members of the campus community; two (2) co-chairs and eleven (11) representatives of campus constituencies will serve as voting members, and five (5) standing non-voting ex-officio members. All voting members of the Board will be appointed to two (2) year terms.

Additionally, the Board will maintain support from one (1) campus administrator to staff the Board and at least one (1) administrative support person to support the logistics of calendaring, room assignments, and material preparation for Board meetings.

In accordance with the Board independence from the University of California Police Department (UCPD), present or former UCPD and/or city police representatives are not eligible for voting membership on the Board.

Prior to assuming the duties on the Board, all voting members must be confirmed by the outgoing Board.

Section 2. Campus Community Representation.

Voting members will be composed of the primary constituent groups of the campus community: 1) Students, 2) Faculty, and 3) Staff

- 1) Student representatives will consist of three (3) undergraduate students and three (3) graduate students, with a total of six (6) student members.
 - a) Student representatives should have a demonstrated commitment and leadership towards our University's diversity, equity, inclusion, and belonging mission and values
 - b) Student representative should be in good academic and conduct standing;
 - c) The student representatives will be selected by the ASUC and GA respectively and approved by the outgoing Board;
- 2) There will be two (2) faculty members
 - a) Faculty representatives should have a demonstrated commitment to our University's diversity, equity, and inclusion mission and values and
 - b) Faculty nominees with scholarship and expertise in the area of policing will be given preference
 - c) Faculty representatives will be nominated by the Academic Senate and approved by the outgoing Board;
- 3) There will be two (2) staff members
 - a) Staff representatives should have a demonstrated commitment and leadership towards our University's diversity, equity, inclusion, and belonging mission and values
 - b) Staff representatives will be nominated by CESO and/or CSEC staff bodies and approved by the outgoing Board;
- 4) There will be one (1) designated AFSCME 3299 represented member
 - a) The AFSCME 3299 represented member should have a demonstrated commitment to our University's diversity, inclusion, and belonging mission and values
 - b) The AFSCME 3299 represented member will be nominated by AFSCME 3299 and approved by the outgoing Board.

Section 3. Board Chairs.

The Co-Chairs shall serve as operating officers of the Board. Their primary duty is to preside over and facilitate meetings of the Board. The Co-Chairs may be assigned additional duties by the Board.

The Co-Chairs will consist of one (1) faculty representative and one (1) student representative. Co-chairs must have a demonstrated understanding of the nuances in campus police shared governance. The Co-Chairs are voting members of the Board.

The Co-Chairs will meet with the Chancellor at least once per semester to provide updates and briefings on the advancement of the goals of the Board and highlight mitigating factors or barriers to

meeting the Board goals. Additionally, the Co-Chairs will inform and advise the Chancellor on the current state and anticipated challenges to community and police relations.

Incoming Co-Chairs will be identified in the semester prior to assuming the role. During the transition semester, incoming Co-Chairs will shadow the current Board Co-Chairs and meet regularly with Board leadership. Incoming Board Co-Chairs will be selected by the outgoing Board and then approved by the ASUC.

Section 4. Voting Member Responsibilities.

Voting members have the following responsibilities:

1. Meeting Attendance
2. Incident Review
3. Confidentiality and Implicit Bias Training
4. Community Outreach
5. Ethical Conduct

Section 5. Ex-Officio Representation.

Non-voting, ex-officio members may be invited to the full Board at will and/or sit on subcommittees. While there are five (5) standing ex-officio representatives on the Board, one (1) must be a designee from UCPD leadership, and at least one (1) designee from the Chancellor's administration, who is currently the Vice Chancellor of Administration. In addition to the five (5) ex-officio representatives, there will be a standing invitation to the Chancellor [or designee], Vice Chancellor of Equity and Inclusion, and a University Health Services representative.

Section 6. Vacancies and Removal.

The appointment of any IAB voting member who has been absent from three (3) consecutive regular or public meetings is susceptible for removal from the Board.

A breach of IAB confidentiality or ethical standards may also lead to removal from the Board.

ARTICLE IV. OPERATIONS AND ACCOUNTABILITY

Section 1. Meetings.

Closed and public meetings of the Board shall be held regularly in order to carry out the objectives and purposes of the Board. Notice of time, place and agenda shall be provided to the Board and ex-officio members at least 72 hours before the scheduled time of every meeting.

The procedures for the formulation of the agenda are as follows:

- A. Every meeting shall have a written agenda.

- B. The agenda shall consist of:
 - a. Standing items
 - b. Old business
 - c. New business
- C. Standing items shall be items which the Board resolves at a prior meeting be placed upon the agenda at subsequent meetings.
- D. Old business shall be items of business from previous meetings which shall not have been concluded and shall be added to the agenda by the Board Co-Chairs.
- E. New business items shall be items not being either standing items or old business which is in the purview of the Board to discuss. New business items shall be added to the agenda by the Board Co-Chairs, the Board or by any public and ex-officio members.
- F. Items of new business may be added to the agenda if communicated to the Board Co-Chairs fourteen (14) days prior to the published date of the meeting.

Section 2. Bylaws.

The Board must adopt bylaws providing for its internal operations in keeping with the purpose of the Board and its Charge.

Section 3. Community Outreach.

The Board will facilitate public forums and townhalls on a quarterly basis. To solicit feedback related to the needs and concerns related to policing, community safety, quality of life, and equity of experience for students, staff, and faculty at UC Berkeley, and other matters related to the Board's charge. The feedback from the public forums will be used to frame the agenda for subsequent Board meetings and business, and used to ground the findings in the Board's annual report.

Section 4. Annual Report.

The Board will release an annual report and executive summary every academic year. The report will summarize any pertinent findings about the state of community safety and police engagement, as well as clearly outline the role and impact of the Board. This report will center the experiences of the members of our campus community that are most impacted by policing. The report's executive summary will be intentionally disseminated to respective constituencies. In addition to disseminating the annual report to the campus community, the report will also be shared with the Chancellor and the Vice Chancellor of Administration.

Section 5. Subcommittees.

The Board may establish subcommittees to carry out the primary objectives of the Board and to maintain functions necessary to sustain the Board. Subcommittees cannot take any final action on behalf of the Board or issue any official communication to the campus community. Subcommittees are comprised of voting members of the Board and ex officio members.

Section 6. Voting and Quorum.

Only Board members can vote on issues before the Board and are counted to determine the presence of a quorum. Board members (including the Chairs) are expected to vote on all issues unless compelled to abstain.

No formal action can be taken without a quorum. The requirement for a quorum shall be more than half of the maximum number of voting members of the Board. The maximum number of voting members is thirteen (13), so a quorum is seven (7).

While it is the goal for the Board to make decisions based on consensus, the minimum number of votes required to approve or disapprove a motion is as follows:

A. Motion Requires Majority Vote

The motion is approved if the majority votes affirmative. The motion is disapproved if the majority votes negative. If neither is achieved, the pending motion fails to be approved or disapproved and is trailed to the next Board meeting with a quorum.

B. Motion Requires Two-thirds Vote

The motion is approved if the majority votes affirmative if the number of affirmative votes is at least twice the number of negative votes. Otherwise the motion is not approved.

The minimum number of votes required, as stated above, applies to main motions that would have the Board take an official position on matters, including but not limited to, case review findings, recommendations to the Chancellor or members of their cabinet, IAB rules and bylaws, and letters to the UCPD Chief of Police. It does not apply to subsidiary, incidental, privileged or procedural motions, or motions that do not express an official position on a matter.

Section 7. Funding.

The Board will receive annual funding from the Chancellor's designee, who is currently the Vice Chancellor of Administration in order to carry-out the Board's Charge. The Co-Chairs will meet with the Vice Chancellor of Administration to confer budget allocations for the coming fiscal year.

ARTICLE V. AMENDMENT

Section 1. IAB Bylaws.

Bylaws describe organizational structure, eligibility requirements of the members, their terms, responsibilities and powers, types of meetings, specification of a quorum, identity of committees, and identity of a parliamentary authority. Amendment of these Bylaws requires a two-thirds vote of Board Members at a regularly scheduled meeting. Proposed amendments must be submitted by a Board member.

Section 2. Ratification.

Amendments adopted upon ratification by a majority of recognized members of the Board at the time of proposal.

ARTICLE VI. EFFECTIVE DATE

These Bylaws have been proposed by the undersigned Board members on December 16, 2019, and shall take effect on February 15, 2020 with membership consisting of the campus community who have ratified these Bylaws upon that date.

APPENDIX B: Community Demand Letters

UNIVERSITY OF CALIFORNIA, BERKELEY

BERKELEY · DAVIS · IRVINE · LOS ANGELES · MERCED · RIVERSIDE · SAN DIEGO · SAN FRANCISCO



SANTA BARBARA · SANTA CRUZ

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11 June 2020

Chancellor Carol Christ
200 California Hall
University of California, Berkeley

Dear Chancellor Christ,

We write collectively as a department, following supermajority vote, to support the "Call for UC Berkeley to Stand Against Police Violence", as put forth by the Law Students of African Descent. First and foremost are the demands to disassociate the UCPD from the Berkeley PD, to disarm the UCPD, and to exhaustively review existing use-of-force policies with a view to reform. We also support the demand for the redirection of associated funds to alternative mechanisms for policing, and to support both campus and community organizations that address basic social needs.

Now is the moment for campus to act on these issues, as are acting so many other university communities nationwide. Your leadership on campus climate issues has been clear in the past, and now we, the faculty, staff, and students of Integrative Biology, fully expect comparably decisive action from you and from the leadership team of UC-Berkeley relative to ongoing concerns of police violence, campus safety, and community concerns moving forward.

Sincerely,

A handwritten signature in cursive script that reads "Robert Dudley".

Robert Dudley
Professor & Chair

Call for UC Berkeley to Stand Against Police Violence

We, the undersigned, stand in solidarity with protestors all over the country who are mobilizing against the police killings of George Floyd, Breonna Taylor, Tony McDade, David McAtee, and countless others. We recognize that police violence against Black people is not limited to Minneapolis or Louisville—it happens all over the country, including on the UC Berkeley campus and in our surrounding community.

Similar instances of police violence have occurred in our UC Berkeley community and in the city of Berkeley. On February 12, 2013, officers from the Berkeley Police Department (“Berkeley PD”) used excessive force against Kayla Moore, suffocating her to death by holding her down on a futon after they were called to a Berkeley apartment for a mental health check. The officers did not remove the restraints they had placed on her until she stopped breathing.

Additionally, in March 2019, two Black students—one from UC Berkeley and one from the University of San Francisco (“USF”)—were brutalized by the University of California Police Department (“UCPD”) while walking home from campus. The officers forcefully searched both students, throwing the Berkeley student to the ground in the process. They arrested both students and brought them to UCPD for interrogation. Neither student was read her rights when arrested, and the UC Berkeley student was only read hers after she asked during her one-on-one interrogation. The USF student was never read her rights.

Further, on June 26, 2019, UCPD victimized two Black children at UC Village. The children, sons of UC Berkeley students, called UCPD to report that an unfamiliar woman was taking photos of them at the playground. When UCPD arrived, the woman accused one of the children of taking her purse earlier that morning, despite the fact that her purse had already been located and returned to her. Janet Gilmore, a UC Berkeley spokesperson, admitted after-the-fact that there was “no further need for police action.” However, UCPD handcuffed the 11-year-old boy and detained both children, putting the minors in the back of a police car. Organizers of a community meeting shared that the police used excessive force on the boys, which the organizers have video of, but chose not to share to protect the children’s privacy.

These are but a few instances of police harassment and violence in our community. By continuing to partner with Berkeley PD and fund UCPD, UC Berkeley plays an active role in this abusive system. Continuing to fund and work with these policing institutions, especially as they become increasingly militarized, is an act of violence against Black students who fear every day that we might be murdered or brutalized at the hands of police officers like so many members of our community have been.

Police violence is a pandemic in this country and in our community. **To that end, we demand that UC Berkeley immediately cut ties with Berkeley PD and substantially defund UCPD. We demand that UCPD be disarmed and that its use-of-force policies be reviewed by the Independent Advisory Board on Police Accountability and Public Safety and the Graduate Assembly’s Policing and Community Safety Workgroup.**

We demand that funds that would otherwise be used on BPD and UCPD instead be diverted to the development of appropriate alternatives to policing, the funding of campus entities focused on public health and safety such as the Basic Needs Fund and the Health Opportunity Fund, and supporting organizations that are working every day to meet the needs of our community, such as East Bay Community Law Center, People’s Breakfast Oakland, the Anti-Police Terror Project (APTP), and Black Out Collective.

If you truly stand with Black students, and believe that Black lives matter, you will take these steps toward creating real change. Follow the lead of the University of Minnesota, which severed most of its contracts with the Minneapolis PD. We expect nothing less from UC Berkeley. It’s time to stand against police violence. It’s time to put Black lives and student safety first.

In solidarity,

Law Students of African Descent, 2020-2021

X-Campus Statement Against State Terror and Call for Termination of University-Police Ties

While this is a graduate worker and union statement, we encourage all members of college and university communities to sign in support. Individuals and organizations can endorse the statement [here](#).

We, the undersigned graduate student workers and workers' unions, stand in solidarity with protestors across the country who are out in the streets in response to the horrific murder of George Floyd, a Black man, by the Minneapolis police. We demand that Derek Chauvin, Thomas Lane, J Alexander Kueng, and Tou Thao be held responsible for the murder of George Floyd. We are additionally appalled by the recent murders of Breonna Taylor, Ahmaud Arbery, Tony McDade and countless others. More broadly, we call for an end to police terror and anti-Blackness.

To that end, we demand that our respective universities immediately terminate all of their relations with police departments and private security companies. These policing institutions enact the same violence in our own communities as we have seen this week in Minneapolis, and through these relations our universities support this violence and continue to uphold the white supremacy that is foundational to this country.

The panels and commissions propped up by those in power fail time and time again to understand the needs of our communities, a sentiment expressed by Jael Kerandi, the student body president at the University of Minnesota in the [call for the university to break its ties with the Minneapolis police department](#): "We have lost interest in discussion, community conversations, and 'donut hours.' We no longer wish to have a meeting or come to an agreement, there is no middle ground. The police are murdering Black men with no meaningful repercussions. This is not a problem of some other place or some other time." As workers, we know that change is most effective from the bottom up. It is those who are subjugated by a system set up to protect white privilege and profits who best understand what needs to be done to transform it.

We join UMN students in calling on our respective universities to:

- 1) Break ties immediately with the police departments and private security companies in their municipalities. Police, and their proxies, private security companies, have no place on university campuses.
- 2) Redirect funds divested from policing to provide educational opportunities for communities impacted by police violence.
- 3) Commit resources to support community-led alternatives to policing.
- 4) Propose plans for ensuring the safety of Black and other marginalized students on campus from racial profiling by police and other security forces.
- 5) Issue statements condemning these recent murders.

Although the murder of George Floyd was the catalyst for these recent protests, it was not the sole cause. Black people have been subjected to centuries of state terror, and economic and social exclusion. Those in power have relied on the police to violently suppress the justified unrest of Black people and other marginalized groups. Angela Davis reminds us that: "There is an unbroken line of police violence in the United States that takes us all the way back to the days of slavery, the aftermath of slavery, the development of the Ku Klux Klan. There is so much history of this racist violence that simply to bring one person to justice is not

going to disturb the whole racist edifice.” The current protests reflect concerned members of society taking direct, collective action to demand an end to the abuse and violence directed against Black people.

As workers and union members, we recognize that our struggle is intimately tied to the struggle of protestors. As MLK—who spoke powerfully to the intersection of anti-racism, anti-capitalism, and anti-imperialism—put it: “Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.” We are inspired by the recent actions of the bus drivers' unions in [Minneapolis](#) and [New York](#) that have refused to help the police round up protestors. To that end, we want to emphasize the role that police unions play in the violence perpetrated against Black communities. We therefore additionally call for unions such as the AFL-CIO to break ties with all police unions.

Individuals and organizations can sign the statement [here](#).

Endorsed by:

Unions & Organizations

GSOC-UAW 2110 (New York University)
Columbia People's COVID Response
WashU Undergraduate & Graduate Workers Union (Washington University in St. Louis)
Northwestern University Graduate Workers
Graduate Employee Organization-UAW2322 (UMass Amherst)
Graduate Employees' Organization IFT/AFT Local 6300
UAW 2865 (UC San Diego)
UAW 2865 (UC Berkeley)
UA Graduate Student Coalition (University of Arizona)
Loyola Graduate Workers' Union (Loyola University Chicago)
Graduate Employees' Organization 3550 (University of Michigan)
Princeton Graduate Students United
Socialists of Caltech
Caltech for Affordable Healthcare
NYC Democratic Socialists of America (Columbia University)
International and Immigrant Student Workers Alliance
International Students Working Group, GWC-UAW 2110 (Columbia University)
Queers United in Revolutionary Subversion (QUIRS), UC Berkeley, School of Law
Berkeley Law chapter of the National Lawyers Guild (NLG), UC Berkeley School of Law
Law Students for Justice in Palestine (UC Berkeley, School of Law)
Black and Latinx Student Caucus, Columbia University Mailman School of Public Health
UC Santa Cruz Graduate Student Association (UCSC)
NYU Student Labor Action Movement, United Students Against Sweatshops Local #44 (Undergraduate Organization)
AAUP New York University Chapter
Incarceration to Education Coalition (New York University)
Black Student Union (New York University)
Black Graduate Student Association (UC Santa Barbara)
Stanford Solidarity Network (Stanford University)
Columbia National Lawyers Guild

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Christopher Hoffman, Columbia University, Graduate worker
Alex Alston, Columbia University, Graduate worker
Sayori Ghoshal, Graduate worker
Umberto Mazzei, Columbia University, Graduate worker
Anayvelyse Allen-Mossman, Columbia University, Graduate worker
Danielle Carr, Columbia University, Graduate worker
Daniel Brinkerhoff Young, New York University, Graduate worker
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Andreas Strasser, Princeton University, Graduate worker
Alwin Franke, Columbia University, Graduate worker
August Leinbach, Columbia University, Graduate worker
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Madison Ordway, Law Student
Idrian Mollaneda, UC Berkeley, Law Student
Isaac Hand, New York University, Graduate worker
Anila Gill, New York University, Graduate worker
Benjamin Burdick, UC Berkeley JD 2020
Madison Bower, Law Student, Graduate worker
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Giulia Ricca, Columbia University, Graduate worker
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Michael N Obuchi, Graduate worker
Mallory Hale, Berkeley Law, Graduate worker
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Olivia Gee, UC Berkeley School of Law, 2020 graduate
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Watufani Poe, Brown University, Graduate worker
Naomi Wheeler, Berkeley Law '21, Law student
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Laura Siddon, Graduate worker
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Danyel Ferrari, Rutgers, Graduate worker
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Jodie Childers, Graduate worker
Benny Levine, Graduate worker
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LeAnn Zuniga, UMass Amherst, Graduate worker
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Sondra Hale, UCLA, Faculty
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Shaina Sadai, Graduate worker
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Jenny Leigh, New York University, Graduate worker
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Zoya Khan Ghazi, Undergrad
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Dr. Hatem Bazian, UC Berkeley, Faculty
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Zehra Hashmi, University of Michigan, Graduate worker
Elizabeth Walz, University of Michigan, Graduate worker

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 Jill Hughes, University of Massachusetts Amherst, Graduate worker
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 Nancy Ko, Columbia University, Graduate worker
 Manuela Borzone, Umass Amherst, Graduate worker
 Jeannie Au, Undergrad
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 Shannon Ikebe, UC Berkeley, Graduate worker
 Michelle L Hauk, Columbia University, Graduate worker

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 Caroline Bowman, NYU, Graduate worker
 Jozsef Meszaros, Columbia University, Postdoctoral Research Fellow
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 Tara Phillips, UC Berkeley, Graduate worker
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 Nadia Henry, University of Pennsylvania, Undergrad
 Helen Bergstrom, UC Berkeley, Graduate worker
 Luisa Alcantara
 Anthony Abel, University of California Berkeley, Graduate worker
 Sarah Sklaw, NYU, Graduate worker
 Micha Cárdenas, UCSC, Faculty
 Hoai-An Nguyen, UCSB, Graduate worker
 Luc Chicoine, UQAM, Graduate worker
 Sejin Um, NYU, Graduate worker
 Nicole Daphnis, University of Massachusetts Amherst, Graduate worker
 Tracy Burnett, UC Berkeley, Graduate worker
 Dylan Beal, UC Berkeley/ESPM, Graduate worker
 Lila Ann Dodge, University of Illinois at Urbana-Champaign, Graduate worker
 Sara Grummert, UCR, Graduate worker
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 Alexandra Kahn, UC Berkeley, Graduate worker
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 Zach Hill, University of California San Diego, Graduate worker
 Hayeun Kim, NYU, Undergrad
 Lucy Andrews, UC Berkeley, Graduate worker
 Annie Taylor, UC Berkeley, Graduate worker
 Dina Al-Kassim, UCI/UBC, Faculty
 Adrienne Kaya Chandra, NYU, Alumnus

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Ian Schlegel, Rutgers University, Graduate worker
Megan Raymond, UC Berkeley, Graduate worker
Cole Nelson, Indiana University, Graduate worker
Daria Reaven, NYU, Graduate worker
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Isabella Fassi, University of Arizona, Graduate worker
Thomas Preston, Columbia, Graduate worker
Iraj Eshghi, New York University, Graduate worker
Thomas Zuber, Columbia University, Graduate worker
AA Valdivia, UC Davis, Graduate worker
Paul Williams, Northwestern University, Graduate worker
Jennifer Lee, NYU, Graduate worker
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Morgan Mackay, Moritz law school, Graduate worker
Fatima El-Tayeb, UC San Diego, Faculty
Gavin Beinart-Smolman, New York University, Graduate worker
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Hrishikesh Somayaji, Grad worker, Graduate worker
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Michelle Cera, New York University, Graduate worker
Frances Bernstein, Princeton University, Graduate worker
Lora Bartlett, UCSC, Faculty

Juliet Lu, University of California Berkeley, Graduate worker
Sofia Wyszynski, Undergrad
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Chris Lesser, UC Berkeley, Graduate worker
Avaneesh Narla, PhD Student, Graduate worker
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Antonina Griecci Woodsum, Columbia University, Graduate worker
Adam Jadhav, University of California at Berkeley, Graduate worker
Semassa Boko, University of California Irvine, Graduate worker
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Louis Moffa, Columbia University, Graduate worker
Alexii Sigona, UC Berkeley, Graduate worker
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Shirley Chikukwa, Columbia University, Graduate worker
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Alex Wolf-Root, UC Santa Cruz, Faculty
Nataly Reed, University of Arizona, Faculty
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Hilary Rasch, Brown University, Graduate worker
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Ruth Goldstein, University of California, Irvine, Faculty
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Jessica Sampson, Princeton University, Postdoctoral Fellow
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Natalia Toscano, University of New Mexico, Graduate worker
Virgilio Urbina Lazardí, NYU, Graduate worker
Andrea, UC Davis, Graduate worker
Luis Aviles, UT Austin, Graduate worker
Adrienne Nguyen, New York University, Graduate worker
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Odile Carroll, UC Davis, Graduate worker
Durgesh Solanki, Johns Hopkins University, Graduate worker
Steven Kurtz, University of Michigan, Graduate worker
Eric Balcom, UC Davis, Graduate worker
Nohemy Aguirre, Columbia University, Other campus worker
Alejo Kraus-Polk, University of California Davis, Graduate worker
Yolanda Lucero, University of New Mexico, Undergrad
Hannah Maher, Undergrad
Jessica Rudnick, University of California Davis, Graduate worker
Samantha Agarwal, Johns Hopkins University, Graduate worker
Caitlin Postal, University of Washington, Graduate worker
Xiaowei Wang, UC Berkeley, Graduate worker
Caitlin Tabor, New York University, Alumnus
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Claire Sieffert, New York University, Graduate worker
Maya Weeks, University of California, Davis Graduate worker
Ian Wolff, Northwestern University, Graduate worker
Giselle Laiduc, University of California, Santa Cruz, Graduate worker

Jae Yeon Yoo, NYU, Graduate worker
Emily Lyon, Northwestern University, Graduate worker
Sarah Kizuk, Marquette University, Graduate worker
Marissa Knoll, New York University, Graduate worker
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Cesar Bowley Castillo, UCLA, Graduate worker
Nora W. Lang, University of California, Santa Cruz, Graduate worker
Elizabeth Castner, UC Davis, Graduate worker
Benjamin Lang, New York University, Alumni
Logan Middleton, Graduate worker
Adam Benjamin Smith, University of Michigan - Ann Arbor, Graduate worker

UNIVERSITY OF MINNESOTA

Twin Cities Campus

*Undergraduate Student Government
Office of the President*

Minnesota Student Association

*Coffman Memorial Union 202
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May 26th 2020

Dear Chair Powell, President Gabel, Vice President Berthelsen, Chief Clark, and Vice President Goh,

This morning we woke up to a graphic video that depicted the violent murder of an unarmed, restrained Black man named George Floyd by Minneapolis police Officers Derek Chauvin and Tou Thao. Chauvin knelt on the neck of Floyd and pressed him into the hot asphalt, forcing Floyd to inhale the fumes from an SUV owned by the Minneapolis Police Department while Thao stood guard and watched. Chauvin continued to apply pressure even as George lay motionless and pleaded in pain saying "Please, please I can't breathe." George Floyd was murdered by the Minneapolis Police Department. Full stop. Regardless of the reason for his arrest, his death cannot be justified, and those who attempt to do so are part of the problem. Following his arrest, the Minneapolis Police Department released a false statement, claiming that he died due to "medical incident."¹ George Floyd, an unarmed Black man, was murdered and he did not deserve to die.

The Minneapolis Police Department has repeatedly demonstrated with their actions that Black bodies are expendable to them. This is a norm that we have been desensitized to due to its frequency. Black people have been killed by the Minneapolis Police Department at **13.2x** the rate of white people.² It is disgusting and it is unacceptable. A part of the Twin Cities campus is embedded within the confines of Minneapolis and students often are under the jurisdiction of the Minneapolis Police Department, a dubious status for any person of color. MPD has continually shown disregard for the welfare and rights of people of color on our campus. This disregard is especially blatant in interactions that include but are not limited to, the discrimination and racism that was experienced by students during Somali Night in 2018, and generally, the way students of color are treated with mistrust and suspicion while on or around campus.³

We did not forget the events of July 1967, where police violently threw Black community members to the ground after attempting to break up a fight downtown, where Black people were denied the right to ride the bus back to North Minneapolis, and where four white boys beat a Black boy while police watched⁴. We will not forget the events of 1989, where a botched SWAT raid which resulted in the deaths of Black Elders Lillian Weiss and Lloyd Smalley and the brutal arrest of Black youth at Embassy Suites downtown.⁵ We will not forget the murder in 1990 of Tyceel Nelson, who was killed by Officer Daniel May who was then awarded for this fatality.⁶ We will not forget the murder of Courtney Williams who was shot by Minneapolis police in 2004.⁷ We will not forget the murder of unarmed Jamar Clark in 2015, who was killed when officers responded to a 911 call in North Minneapolis.⁸ And we will not forget the murder of George Floyd who was suffocated to death by Officers on May 25th 2020 amidst a global pandemic. We will never forget George Floyd, Philando Castile, Jamar Clark, and the countless lives that have been lost senselessly and needlessly at the murderous hands of police brutality. May you Rest in POWER.

We have lost interest in discussion, community conversations, and "donut hours". We no longer wish to have a meeting or come to an agreement, there is no middle ground. The police are murdering Black men with no meaningful repercussions. This is not a problem of some other place or some other time. This is happening right here in Minneapolis. We no longer tolerate the ineffective, inconsistent "bias training" that rarely serves as more than a fig leaf. We have no purview or jurisdiction over the operations of the Minneapolis Police Department except as citizens of Minneapolis. However, as student leaders, we do have a stake in the operations of the University of Minnesota Police Department. **Therefore we clearly and without hesitation DEMAND that the University of Minnesota Police Department ceases any partnerships with the Minneapolis Police Department immediately. This is inclusive of any previous contracts, events, security operations, and any additional relations that were inclusive of the Minneapolis Police Department, barring any reporting structures. As a land-grant institution, statements professing appreciation of diversity and inclusion are empty and worthless if they are not backed up by action. A man was murdered. It is our job as an institution to exert whatever pressure we can to keep our students safe and demand justice in our city and state. We expect a reply to this concern within 24 hours of receipt.**

With deep loss, disgust, and exhaustion,

Jael Kerandi
A Black woman.
The Undergraduate Student Body President

¹ <https://minnesota.cbslocal.com/2020/05/26/george-floyd-man-dies-after-being-arrested-by-minneapolis-police-fbi-called-to-investigate/>

² <https://mappingpoliceviolence.org/cities>

³ <https://www.facebook.com/ssamin/photos/pcb.1496970550429108/1496929753762521/?type=1&theater>

⁴ https://www.mpd150.com/wp-content/themes/mpd150/assets/mpd150_report.pdf

⁵ https://www.mpd150.com/wp-content/themes/mpd150/assets/mpd150_report.pdf

⁶ <https://www.tcdilvrplanet.net/medal-of-valor-award-ignites-community-outrage/>

⁷ <https://features.annreports.org/documents/?document=57773561-letter-to-Amy-Klobuchar-from-Tahisha-Williams>

⁸ <https://www.tbc.com/news/world-us-canada-35928102>

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Twin Cities Campus

*Undergraduate Student Government
Office of the President*

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Signatories:

MSA Leadership

Levi O'Tool, He/Him, MSA Vice-President 2019-2020
Jude Goossens, He/Him, Government and Legislative Affairs Director 2019-2020
Taylor Larick, He/Him, MSA Chief Financial Officer 2019-2020
Lauren Meyers, She/Her/Hers, MSA Chief of Staff to the President, 2019-2020
Apostolos Kotsolis, He/Him, MSA Ranking At-Large Representative 2019-2020
Austin Kraft, He/Him/His, MSA Ranking Representative to the Board of Regents 2019-2020
Briggs Tople, He/Him/His, MSA Representative to the Student Senate Consultative Committee, 2019-2020
Sam Parmekar, He/Him/His, MSA State Coordinator 2019-2020
Sophie Zielke, She/Her/Hers, MSA Outreach Director 2019-2020
Juan Mantilla, He/him/his, MSA Chief of Staff to the Vice President, 2019-2020
Emilia Janik, MSA Research and Data Coordinator 2019-2020
Addison Scufsa, He/Him, MSA Student Group Rep for the College Republicans 2019-2020
Rose Lloyd-Slifkin, She/Her/Hers, GLA Fellow 2019-2020
Cole Jensen, He/him/his, College of Science and Engineering Senator
Arleth Pulido-Nava, She, Her Hers, MSA Infrastructure Committee Director 2019-2020
Sarah Jasa, She/Her/Hers, MSA Health and Wellness Committee Director 2019-2020
Kendall Johnson, she/her/hers, MSA At Large Representative
Celine Jennings, She/Her/Hers, MSA UMN Climate Strike SGR 2019-2020
Roselin Victor, She/Her/Hers, MSA First Year Intern
Arshia Hussain, She/her/hers, Non-Citizen & Immigrant Task Force Chair 19-20
Suadi Mohamad, She/her/hers, College of Liberal Arts Student Senator
Sashmitaa Bagavathiraj, MSA Sexual Assault Taskforce Member
Kevin Buck, He/him/his, MSA Grants Director and At-Large-Representative
Rodrigo Tojo Garcia, He/him/his, Student Representative to the Board of Regents
Cassidy Drummond, She/her/hers, CLA Senator
Rachel Aron, They/Them/Theirs, MSA Intern Coordinator 2019-2020
Kacie Bauerly, they/them/their(s), MSA Member
Lubna Mohamed Abdirahman, She/Her/Hers, Diversity and Inclusion Committee Director 2019-20, National Society of Black Engineers (NSBE) Senator
Marali Singaraju, She/Her/Hers, MSA Non-Citizen Immigrant Task Force Member
Job Okeri, He/Him/His, CLA Student Senator
Charles Rank, He/Him/His, CLA Student Senator

Amy Ma , MSA President 2020-2021
Rebecca Cowin, She/Hers, MSA Vice President 2020-2021
Gurtaran Johal, She/Her/Hers, MSA Speaker of Forum 2020-2021
Bri Sislo-Schutta, She/Her, A Black woman, Government and Legislative Affairs Director 2020-2021
Sakshi Aul, She/Her/Hers, Chief of Staff to the MSA President 2020-2021
Jack Flom, They/Them, MSA Representative to the SSCC 2020-2021
Sydney Bauer, She/her/hers, Ranking Student Senator 2020-2021
Chike Okonkwo, He/him/his, Carlson School of Management Senator 2020-2021
Joe Price, He/Him Student Senator 2020-2021
Matthew Croft, Academic Affairs Committee Director 2020-2021
Nibraas Khan, She/Her/Hers, MSA At-Large Representative 2020-21
Nikil Badey, He/him/his, 2020-2021: Student Senator for the College of Biological Sciences
Abdulaziz Mohamed, He/Him/His, 2020-2021 MSA Federal Government and Legislative Affairs Coordinator
Dhruv Singh, He/Him/His, MSA Student Group Rep UNSA Model United Nations 2020-2021
Mustafa Ali, MSA At-Large Representative, Diversity and Inclusion Committee Director

APPENDIX C: 2019-2020 Board Membership Roster

Independent Advisory Board on Policy and Community Safety

Name	Constituent Group	Title	Department	Voting Status	Email
Nikki Jones	Faculty	Professor	African American Studies	Co-Chair	njones@berkeley.edu
Rachel Roberson	Graduate Student	Student	Education	Co-Chair	rachel_roberson@berkeley.edu
Mia Settles-Tidwell	Administration	Assistant Vice Chancellor/ Chief of Staff	Equity & Inclusion	Staff to the Board - Non-voting	mia.tidwell@berkeley.edu
Amy Lerman (resigned COI)	Faculty	Professor	Public Policy/ Political Science	Voting member	alerman@berkeley.edu
Ahmad Mahmuod	Undergraduate Student	Student	Legal Studies	Voting member	ahmad.mahuod32@berkeley.edu
Nick Araujo	Undergraduate Student	Student	Social Welfare	Voting member	nickaraujo951@berkeley.edu
Kerby Lynch	Graduate Student	Student	Geography	Voting member	kerbylynch@berkeley.edu
Max Hare	Graduate Student	Student	GSPP	Voting member	maxwhare@gmail.com
Kevin Hall	Staff	---	Rec Sports	Voting member	kdhalljr@berkeley.edu
Valerie Artist	Staff	---	Cal Dining	Voting member	v_artist08@yahoo.com
Logan Baldini (resigned)	Staff	Cory Hall building manager	EECS	Voting member	baldini@berkeley.edu OR lbaldini@eecs.edu
Refilwe Gqajela	AFSCME representative			Alternate for AFSCME	rgqajela@afscme3299.org
Margo Bennett	UCPD	Chief of Police	UCPD	Ex-officio - Non-voting	bennettm@berkeley.edu
Marc Fisher	Administration	Vice Chancellor	Administration	Ex-officio - Non-voting	marcfisher@berkeley.edu
Ruben Lizardo	Community	Director	Government & Community Affairs	Ex-officio - Non-voting	rlizardo@berkeley.edu
Oscar Dubon, Jr.	Administration	Vice Chancellor	Equity & Inclusion	Ex-officio - Non-voting	oddubon@berkeley.edu
Billy Curtis	Staff	Director Gender Equity Center	Equity & Inclusion	Ex-officio- Non-voting	billyc@berkeley.edu
Adisa Anderson	Staff	Psychologist	Tang Center	Ex-Officio- Non-voting	Adisa.anderson@berkeley.edu
Eugene Whitlock	Administration	Assistant Vice Chancellor	Central Human Resources	Ex-Officio Non-voting	ewhitlock@berkeley.edu

Independent Advisory Board on Police Accountability and Community Safety

February 18, 2020



Welcome and Overview

- Rationale for the IAB
- Board Structure and Work
- Key IAB Concerns
 - Police Accountability and Community Safety
 - Charge and bylaws
- Challenges and Opportunities
- Next Steps

Rationale for the IAB

A decade of student and staff-led activism systemwide and at Berkeley (BSU and ASUC)

Senate Resolution No. 2018/2019-036
“In Demand of UC Berkeley Implementing an Independent Police Advisory Board”

University of California Academic Senate’s Report of the Systemwide Public Safety Task Force, University Committee on Faculty Welfare (2017)

UC Berkeley Undergraduate Student Diversity Project, Campus Experience Work Group (2019), Recommendation A12



Rationale for the IAB

Chancellor’s Undergraduate Student Diversity Project, Campus Experience Work Group, Recommendation A12: Campus Belonging Signals

- Consider and treat experiences of policing as a key dimension of campus belonging and address the needs and concerns reported by students who have experienced negative encounters with the police (directly or vicariously), especially Black students, LGBTQ+ students, non-traditional students, and students from URM backgrounds.

Rationale for the IAB

- The Presidential Task Force recommendations provide **a starting point** for the IAB's charge, however, persistent demands from students require that UC-Berkeley's IAB also focus its efforts on the context-specific needs and concerns of students, staff, and faculty of UC-Berkeley, especially those who have historically been most impacted by negative encounters with policing on and near campus.

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Board Structure

- The IAB is an **independent** board composed of students, staff, and faculty from the UC Berkeley community.
- The IAB is structurally independent from UCPD, **reports directly to the Chancellor**, and is accountable to the broader campus community.
- A Chancellor's designee is responsible for providing logistical, budgetary (operational), and administrative support directly to the IAB.

Key IAB Concerns: Police Accountability

- **Interrogating investigate processes**
 - **Status updates** (e.g, access to flowchart/ability to track status of complaints)
 - **Layer of accountability**
 - Participation of IAB members in internal review processes
 - Forwarding of complaints and review of investigations
 - **Integrity of current processes**
 - Audit/review of PRB process
 - **Transparency and Accessibility**

Police Accountability: Investigations and Complaints

- **The IAB is not an investigatory or disciplinary body, however, the IAB will hear community complaints (at number of members already do) and accept more general feedback, concerns, grievances, reports, and observations related to police conduct and community safety on or near campus.**
- IAB will provide **independent and community-facing** pathway for complaints process
 - Currently, campus offices that receive complaints direct those complaints to the Chief of Police (CIU).
 - Office of Vice Chancellor of Business and Administration Services; Any campus Ombudsman Office; Student Activities and Services; ASUC (Student Advocate's Office; Office of Community Affairs; and Title IX Office (complaints of sexual harassment) (General Order 0-6, Dec. 1, 1995)

Police Accountability: Investigations and Complaints

- **Independent and community-facing** pathway for complaints
 - Complaints received by the Board will be forwarded to the Office of Ethics, Risk and Compliance Services for review and investigation. Investigation reports will then be forwarded to the IAB for review. Following IAB review, recommendations will be sent to the Chancellor, the Chancellor's designee, and the Chief of Police.
 - Need to build out institutional agreements and commitments
 - The IAB will also be proactive in identifying system gaps and providing recommendations for ensuring that adequate structures are in place to address community complaints and concerns related to campus leadership's management and response.

Key IAB Concerns: Community Safety

- **Provision of resources and support to those who bring complaints, grievances and/or concerns to the board**
- **Imagining alternative solutions (i.e., solutions that don't require law enforcement solutions and/or encourage divest/invest alternatives)**

Key IAB Concerns: Community Safety

Community Safety extends beyond ensuring the security of persons and property on or near campus. Community Safety also means:

- 1) that those who are charged with serving and protecting do so in ways that are consistent with the University's stated values and the highest standards of professional conduct and consistency;
- 2) that all students are safe from arbitrary, unwarranted, unrestrained, and/or excessive acts of surveillance, bodily intrusion, psychological harm or violence at the hands of law enforcement on and near campus;
- 3) and that campus representatives center the holistic wellness and inclusion of vulnerable campus communities (e.g. Black, Indigenous, Latinx, Undocumented, formerly incarcerated, LGBTQ, etc.) in their interactions.

Key IAB Concerns: Community Support

The IAB will **facilitate the provision of multifaceted support to campus community members impacted by police violence and/or negative police encounters**, including, but not limited to:

- Facilitating referrals for confidential counseling with University Health Services
- Aiding in communication with relevant faculty and/or supervisors regarding the incident and potential impacts
- Serving as a liaison between impacted individual(s), groups, and University administration/police.

Next Steps

- Finalized charge and bylaws
 - Need to build out institutional agreements and relationships
- Outreach
 - Invitations to six remaining board meetings
 - March 3, March 17, April 7, April 21, May 5 and May 12
 - Scheduling listening session(s) for Spring 2020
 - Publish IAB website
- Preparing for board member transitions

Thank you.

- **Members of the IAB:** Rachel Roberson, Mia Settles-Tidwell, Oscar Dubon, Jr., Amy Lerman*, Ahmad Mahmud, Nick Araujo, Kerby Lynch, Max Hare, Kevin Hall, Logan Baldini*, Ruben Lizardo, Billy Curtis, Marc Fisher, Margo Bennett, Refilwe Gqajela, Valerie Artist, Eugene Whitlock, Adisa Anderson
- Chancellor Carol Christ
- Office of the Vice Chancellor of Administration
 - Sheresa Fox and Gabriella Civello
- Division of Equity and Inclusion
 - Mia Settles-Tidwell

APPENDIX E: Preview of Recommendations Provided to Chancellor Christ (June 12, 2020)

The following preview of the IAB recommendations were shared with Chancellor Christ on June 12, 2020.

1. **Divest from UCPD (e.g., review and reduce budgets; reduce the number of police officers on the force, including through hiring freezes; reduce and eliminate unnecessary equipment; etc.) and reallocate resources to other services that support student, staff, and faculty wellbeing on campus. Prioritize reallocation of resources to ensure that mental health professionals are primary responders for wellness checks and mental health crisis calls.** Also reallocate resources to strengthening psychological services; restorative justice; counseling services; basic needs; trauma informed social workers; and disability services.
2. **Move UCPD out of Sproul Plaza and Barrows Lane.** Respond to calls from impacted communities to remove UCPD from its prominent place on Sproul Plaza and UCPD vehicles from Barrows Lane.
3. **Make an announcement that as of Friday, June 5th UCPD has banned the use of carotid holds, a variation of which was used to kill George Floyd (per Chief Bennet's announcement to the IAB on June 9th).** State your commitment to 1) identifying additional policy changes to ensure that use-of-force policies are as restrictive as possible; 2). engaging the community around expectations for use-of-force; and 3) revising use-of-force policies accordingly.
4. **Commit to working with the IAB to establish and support a working group to identify new alternatives for a system of community safety on a college campus that either reduces or eliminates the need for law enforcement.** Findings from the working group should be delivered by 2021. This should be in alignment with Recovery Management teamwork.
5. **Demilitarize UCPD and campus.** Conduct an audit of all military-grade equipment in UCPD's possession and share that information publicly with the campus community. Eliminate military grade weapons and equipment and review events policy to reduce militarized responses to high-profile events.
6. **Reduce scope of police responsibilities on campus.** Identify areas where responsibilities currently housed in law enforcement could be taken up by other campus entities. Transfer all background checks (e.g. Live Scan) from UCPD to Central HR. Define a set of core services of UCPD and remove the responsibilities of the police to be first responders for campus wellness checks, mental health checks, homeless, etc (See #1).

7. **Establish effective leadership that can reimagine and work in partnership with the community around alternatives to community safety and develop processes to evaluate leadership effectiveness and credibility with the significantly impacted communities.**
8. **Emphasize and elevate expectations regarding standards for professional conduct for police officers as employees of the University of California.**
9. **Review and renegotiate any and all MOUs with City of Berkeley Police** and other partnership agreements regarding mutual aid for non-catastrophic events (e.g. student protests, free-speech events, social gatherings and events).
10. **Implement recommendations from the Independent Advisory Board on Police Accountability and Community Safety.**
11. **Send communication to the entire campus describing immediate actions and the rationale for changes that address Anti-Blackness and Anti-Black racism.** Black students and student groups have persistently identified the ways that police violence and Anti-Blackness are intertwined and have shared grievances about the arbitrary use of force, racial profiling; unwarranted surveillance, monitoring and harassment of Black students, staff, and faculty; as well as the disproportionate stops, detainments, and traffic stops, experienced by Black people on or near campus. Acknowledge your understanding of this relationship in your communications. Identify immediate actions as a beginning and signal an intention to remain in conversation with impacted community members on how to reimagine community safety.

APPENDIX F: Other Campus Actions (Non-UC)

Should Yale change its name from the slave trader?

https://www.newhavenindependent.org/index.php/archives/entry/yale_must_change_its_name/

Princeton is changing the name from the racist President Wilson

<https://www.cnn.com/2020/06/27/us/woodrow-wilson-princeton-university-trnd/index.html>

Ole Miss statue will come down

<https://www.washingtonpost.com/education/2020/06/19/colleges-grapple-with-racist-legacies-monument-ole-miss-will-finally-go/>

University of Kentucky mural to be removed

<https://www.lex18.com/news/covering-kentucky/university-of-kentucky-to-remove-controversial-memorial-hall-mural-from-campus>

University of Colorado announces anti-racist actions

<https://www.colorado.edu/today/2020/06/18/chancellor-announces-immediate-anti-racism-actions-transform-campus>

University of Rochester removes racist name

<https://www.nbcnewyork.com/news/local/ny-college-strips-founders-name-from-campus-as-part-of-anti-racism-movement/2469964/>



Senate Resolution No. 2018/2019-036
*In Demand of UC Berkeley Implementing an
Independent Police Advisory Board*

Primary Sponsor

Nick Araujo (ASUC Senator)

Cosponsors

Rachel Roberson (Co-Author, External Affairs Vice President, Graduate Assembly), Luis Mora (University and Police Accountability Director, Senator Araujo), Ivan Hernandez (University and Police Accountability Intern, Senator Araujo), Kimberly Robledo (Chief of Staff, Senator Araujo), Viviana Martin-Gonzalez (Chief of Staff, Senator Araujo), Dominick Williams (Legislative Director, EAVP), Leonard Irving-Thomas (President, Black Collectivism at Cal), Alexander Wilfert (ASUC President), Nuha Khalfay (ASUC External Affairs Vice President), Paul Monge (Former UC Student Regent), William Wang (ASUC Senator), Amir Wright (ASUC Senator), Nikhil Harish (ASUC Senator), Anna Whitney (ASUC Senator), Amma Sarkodee-Adoo (ASUC Senator), Aaron Bryce Lee (ASUC Senator), Regina Kim (ASUC Senator)

WHEREAS, the University of California Police Department (UCPD) serves as the officially-recognized law enforcement on the University of California campuses¹; and,

WHEREAS, UCPD is expected to create a safe and secure environment for everyone to enjoy²; and,

WHEREAS, UCPD publicly commits to collaborating with community partners in their efforts of providing high-quality service, specifically by involving students, faculty, and staff in their activities and operations³; and,

WHEREAS, the Chief of Police, under the general administrative direction of the Vice Chancellor, is responsible for and has commensurate authority to command, direct, and organize the UCPD⁴; and,

¹ ucpd.berkeley.edu

² ucpd.berkeley.edu

³ ucpd.berkeley.edu

⁴ policy.ucop.edu

WHEREAS, the Vice Chancellor of Administration and UCPD Chief of Police, serving as their own measures of accountability, foster an institutional lack of police oversight and advising that fails to include students, staff, faculty, and community members⁵; and,

WHEREAS, in June of 1990, the University commissioned the Police Review Board to evaluate and administer community complaints against UCPD and to monitor and review departmental policies and procedures⁶; and,

WHEREAS, the role of the Police Review Board has steadily narrowed since its inception, and can no longer review or evaluate the holistic impact of UCPD to our campus community, nor can it monitor and advise UCPD policy and procedures; and,

WHEREAS, in response to the increase in police presence and misconduct on campus, the ASUC established an internal ASUC Police Oversight Commission last Spring in an effort to foster student-centered dialogue around university police accountability, advising, and review⁷; and,

WHEREAS, this internal ASUC Commission is not recognized by the University as an advisory body over UCPD, therefore, is limited in its capacity to hold UCPD leadership accountable⁸; and,

WHEREAS, in 2014 the University of California Davis established a robust independent Police Accountability Board (PAB) that includes multiple undergraduate students, graduate students, and staff members as voting members⁹; and,

WHEREAS, the University of California Merced has recently created a Police Advisory Board of 16 members that includes representation of students, faculty, and staff including a reserved spot for an undocumented student¹⁰; and,

WHEREAS, according to a recent study done by the USC Center of Race and Equity, UC Berkeley is one of the worst Universities for Black students in California and the worst UC campus for Black students, particularly because of its low Black admission rate and low Black retention rate¹¹; and,

WHEREAS, Black students and other underrepresented minority students at UC Berkeley face an institutionalized campus environment that does not cater to their feeling on inclusion, specifically highlighted through previous ASUC legislation asking the University to revisit campus safety initiatives¹²; and,

WHEREAS, according to a recent campus climate survey administered by the UC Office of the President, underrepresented minority and multi-minority students on campus are less comfortable with the overall campus climate than White students and other at large-students of color¹³; and,

⁵ policy.ucop.edu

⁶ vca.berkeley.edu

⁷ [SR 17/18-67: Creating an ASUC Police Oversight Commission](#)

⁸ [ASUC Commission Bylaws](#)

⁹ [UC Davis Police Advisory Board](#)

¹⁰ [UC Merced Police Advisory Board](#)

¹¹ [USC Race and Equity Center - Black Students at Public Colleges and Universities](#)

¹² [SR 17/18-11: Calling for the Limitation of Police Presence on Campus](#)

¹³ [UCOP Campus Climate Study, UC Berkeley](#)

WHEREAS, the lack of accountability and transparency of police forces deteriorates the trust between the law enforcement and members of the community, fostering an unsafe campus climate¹⁴; and,

WHEREAS, the ASUC has repeatedly shed light on UCPD's lack of civilian accountability, and previous legislation has called upon UC Berkeley to engage with students around establishing an independent police accountability board, similar to UC Davis' model, yet, this there has been minimal advancement of this student-demand from the University¹⁵; and,

WHEREAS, during this year's Senate Leadership Institute in the Fall, UC Berkeley's Chief of Police verbally expressed her effort of establishing a Police Advisory Board, yet has since failed to include students in the conversation of its creation and composition; and,

WHEREAS, students and community members have repeatedly petitioned for increased transparency and accountability from both UCPD and the administration that they report to, and have been systematically removed from the critical process of building an advisory model that meets our needs.

THEREFORE BE IT RESOLVED, the Association of the University of California, through the advocacy of its Senators and ASUC President, explicitly advocate in demand of an Independent Police Advisory Board organized and self-sustained in accordance with Appendices A and B; and,

THEREFORE BE IT FINALLY RESOLVED, that as a unified organization, the ASUC demonstrate our commitment to student representation and shared governance/oversight, by pausing future organizational partnership with UCPD until the student-approved model for an independent police advisory board be adopted.

¹⁴ www.dailycal.org

¹⁵ [SB 14/15-75: In Support of UC Berkeley Police Accountability Board](#)