



**Temporary Meeting Location
October 15, 2019**

The meeting was convened at 6:02pm.

Items for the Good of the Order:

A fellow mentions that the NCAA is now trying to follow California's lead with respect to allowing student athletes to make a profit on their own likeness.

The Warden comments once again on the vacancies in the Order Council.

The Warden mentions the Warden's Challenge. Contribute however you can so we can return to our home at the Usual Place. Fellows or others who feel led to contribute to the Order or the Senior Hall Restoration Program can do so at give.berkeley.edu.

The Warden reminds the fellowship that nominations are due at the next meeting. Please consider prospective fellows to nominate. Forms are due at 11:59pm to the Warden either in person or via email.

A fellow encourages fellows to think about bringing in new and additional leadership to serve the Order in perpetuity. Consider bringing in younger students, so that they can develop experience throughout their time as a student in the Order.

A fellow encourages others to bring their fellow students to meeting, so that we can enjoy their variety of opinions.

Items for the Good of the University: Relationships between Campus Communities and Police

The Warden opens the conversation by reminding fellows that this topic is not just pertinent to this campus, it is an issue that the country as a whole is facing.

The Warden poses a few questions to consider:

- How does one's identities affect interactions with police?
- Where do the campus communities feel relations with law enforcement can improve, and what can the campus community do, or what are they doing, to improve things?

- How can we counter unproductive Us-Them relationships where they exist? How does othering and belonging play into relationships between communities and the police?
- For those that have positive interactions with police, what can they offer to build relationships?
- What have other colleges and universities done to improve relationships between law enforcement and various campus communities?

A fellow reminds us that budget cuts and financial strains have caused the UCPD (University of California Police Department) to become a shadow of its former self, greatly caused by a loss of uniformed officers. In some cases, these officers (already limited and bound to their sworn duties) are unable to go the distance to develop significant relationships with students. We are operating at a considerably lower level than in our previous history.

A fellow adds that UCPD used to employ 77 sworn officers 17 years ago. As of 6 years ago, only 72 officers were on duty. Currently, UCPD only has 56 sworn officers. This has had quite a blow on efforts by the UCPD to maintain and create positive contacts with the community. The department is currently running on the third year of 12-hour shifts to cover all of the officers' work. UCPD officers cover University Village, the Richmond Field Station, the office of the President in Oakland, and other places off the campus proper. UCPD moves around more than people think. One thing that has fallen due to budget restrictions is a partnership with Berkeley PD on Telegraph patrol (7 days a week), which ceased 3 years ago. A specific southside patrol has also been lost. Reestablishing relationships will take a long time: even if UCPD had the budget to hire 10 more officers, it would take at least 2 years to build the department back up. They have recently created an independent advisory board on policing and campus safety. This fellow is hopeful that this will allow UCPD to make more relationships with the community.

A fellow who has also worked with the police department on numerous occasions with a variety of scenarios reassures the Fellowship that we have a fantastic police department. There are always concerns about police activity and community relations. Our police are very community oriented, and are especially sensitive to student situations. We have a lot of people and students who come from very different experiences in life, and some people have had very difficult experiences with police departments. There have been alarming incidents at Cal which are difficult for everybody. We are a very big place with lots of people, and our police need more resources to compensate for this.

A fellow recalls a previous speaker's comments about the south side of campus, and wonders what other trade-offs have been enacted due to budget cuts.

A fellow reminds the fellowship that police are not perfect, they are humans. But they do realize the authority they carry and the responsibility they have. Nonetheless, this fellow believes every officer that works here is dedicated to this community and loves this place. The police have a great responsibility ahead of them. Things are spread thin throughout the campus. There are oftentimes situations where something gets short-changed when the money runs thin. The Vice Chancellor of Administration is very aware of challenges ahead for UCPD. The campus is growing, especially on-campus housing. The People's Park conversion is going to be an

interesting issue to see through. This fellow encourages folks to provide feedback to the police department.

A fellow comments about when they were at Cal in the 1960s. There were very good relationships between campus and police. Students who used to work at the student union back then would be the interface between the community and the police. Students were familiar with the building and with their immediate surroundings. Police would trust the students when there was a problem, but students were not the face of authority. Has this relationship been maintained? How do we keep the supervising people safe and train them how to not overstep their responsibility? Can more of the responsibilities of the police be transferred to folks who have a stake in their living area?

A fellow comments on a previous speaker who answers their question in the affirmative. CSOs (community service officers) and student check-ins at the dorms are good examples. There is a constant strain on campus to be proactive. There is a lot more reaction/problem solving than proactive preventative measures. Intermediaries and students can help provide peer-to-peer assistance, which is still very strong on campus.

To add to a previous speaker, this fellow comments on some differences between our current system and the past. There are attempts to increase CSOs and security guards who work at night. Uniforms are triggering to some people in some cases, but the police cannot get away from uniforms. Large police presence on campus back in 2017 with Milo Yiannopoulos, Ben Shapiro, Anne Coulter, and others have negatively impacted the campus community.

A fellow recalls a previous speaker's comment about the thinning out of the police department. What problems does this cause for the police department, being spread out over the community and a lack of resources?

UCPD pays officers a great deal of overtime, especially now during football season and heavy concert season. Police are pulled in a lot of different directions before fatigue sets in. Staffing includes a sergeant and six officers on each shift. On any given day, someone will be on vacation, training, sick, family medical leave, etc. All these things impact the sergeant plus 6 officer template. There are 5 beats including Lawrence Berkeley National Lab. People's Park is quite intensive to maintain. The police take great care to pay attention to students who are victimized on Durant, Dwight, College, Bancroft streets. We must recognize crime on campus, (not commonly committed by students), and the police provide service which is positive toward students. One answer to poor community relations with students is having personnel to create a community engagement unit. Police Departments at Yale, the University of Chicago, and UIC (all urban police departments) are facing the same kinds of community relation challenges. The recommended step to take is to create a unit of community engagement responsible for making contacts and going out. Staffing has to improve first, but in the works with Vice Chancellor to do this.

A fellow asks the fellowship to elaborate on the PD relationship with criminal activity and criminalization of homelessness in this area, especially with People's Park, including any biases against marginalized populations.

A fellow acknowledges that People's Park has been an area of concern; the Chancellor's plan to include social work in People's Park is a good move. A social worker position was created a few years ago, and currently does amazing work. This fellow is concerned as well about criminalization of homelessness. Rules implemented at the park are pretty effective in maintaining civility. This fellow lacks answers, but we cannot solve the problem of homelessness or mental health alone. Police are being called upon more and more to be mental health workers. But that is not why police officers have taken their job. There is training, but there have to be other services working so that police are not the only solution.

A fellow comments that criminalization of homelessness and mental health are huge issues. Mental health facilities are overcrowded. It is unfortunate that police are called upon to be mental health workers. UCPD is in charge of other facilities, like LBNL, office of the President in Oakland (though this is system-wide facility, not just UC Berkeley). What other facilities are we in charge of, and what is the method for compensating for this? Are we being properly compensated for these services we provide elsewhere, not on this campus?

A fellow responds to the previous speaker: LBNL is university property, and belongs to regents. They do pay us (but not significantly) for police services. Office of President in Oakland has become UCPD's, but they are not responsible for police response there. Authority of UCPD extends throughout the state to regent-owned property. LBNL has facility in Walnut Creek, UCPD will respond if it's prolonged event. Bomb team responds throughout Alameda, Marin, and Contra Costa counties.

A fellow shares their perspective and looks for direction. Hopefully we can go out and share our wisdom to other corners on campus. This fellow feels that the difference between now and 60s is not just volume, but also tone. Look at posters at the Free Speech Movement cafe, and you will spot police officers with soft hats contrasted with the hard helmets today. Campus police look and act like police. Today, officers look more like police and are called to act in police situations instead of campus situations. Student union activities have changed significantly, even demonstrations are different today. Students across the board see UCPD as police, instead of campus police. This fellow knows that the police consider themselves as campus police, how can we delineate that we do have a campus police presence, then articulate that? Can we become clearer on what that is? The campus police having 10 more officers with community engagement lacking, we cannot expect to see and fully understand how the police serve a unique campus community. How do our administration and police help us understand our community?

Free speech is very important here, and this fellow has mostly seen police dealing with free speech issues. We rely on police to be everything from babysitters to counter-revolutionaries. It seems so hard to be a part of every community here at cal because there are so many. What resources can Cal itself use to help keep us safe, even with large groups coming onto our campus?

There is probably no department whose training is more complex and who is most closely scrutinized than UCPD. Area to cover with protests and demonstrations is too much for UCPD, and the teams called in to help (such as the Alameda county sheriff's office and Oakland PD) do not have the same conception of the campus as our own PD. Their training and culture are different. When there is a large demonstration, we view all these different entities as one "police." The more we know about the complexity of the policing job, the better for all of us.

A fellow considers how identity shapes one's interactions with law enforcement. This fellow personally does not feel comfortable interacting with police, even before coming to Cal. When this fellow called on UCPD, they did not respond in a timely or appropriate manner. This fellow expected more security officers who had deep roots in the community, but currently we just have police, with a long history of aggression. This fellow feels like it is their responsibility to voice their concerns; this fellow has not observed our police officers making efforts to make ties to the community. As someone who is responsible for residents at campus housing, this fellow has had to call UCPD on numerous occasions and has been uncomfortable interacting with the authoritative force of UCPD. How do we support community engagements and factor in how militarizing the UCPD makes student-police interactions uncomfortable? Community relations have strongly shaped this fellow's relationships with police.

A fellow applauds a previous speaker for speaking up about their experience. This fellow asks a question: can the relationship the previous fellow described ever be achieved? Are we striving for something that will never happen? How do we approach the situation? If we cannot accomplish the true relationship that this fellow (and the previous fellow) would like to see, what do we do? What is currently happening is not making anyone happy. What this fellow truly wants is to have a police department that values the diversity on this campus, treats all with compassion and empathy, but is also ready to do what is necessary to save a life or keep the peace.

The Warden wants to hear from student fellows, for their unique perspective on relations with police on this campus as we discuss the previous two speakers' comments.

A fellow remembers 2016-17 with the many protests on campus. This fellow understood growing up that they could count on and trust police. They trusted UCPD, but seeing intense forces after riots on Sproul made this fellow feel unsafe. Hearing about students being arrested and detained on Sproul has made this fellow become more wary of police presence on campus. In the past few years, this fellow has not seen a lot of outreach to students on campus, save maybe 1 or 2 events to outreach to students from UCPD about awareness and staying safe. Could this be one way to bridge the gap? More dialogue between the two bodies could bridge a rift, as UC students currently do not typically think to call UCPD. This fellow, and many other students, have grown distrustful of UCPD.

A fellow thinks back to when they were a student, and an escalation of student-police relations involving occupy movements and tuition increases resulting in the storming of Sproul. These types of movements changed how students look at police. This fellow noticed a bifurcation amongst students- some were frustrated with police, some just figured it was up to them to stay away. What is there to be said about possibly making our police force look more unique? Appearances can be a significant way to increase community awareness, but the flip side of the coin is that demands for police action are changing dramatically, with increased perceived threats of school shootings.

A fellow mentions that they have had good relations with UCPD. UCPD has a fantastic presence on Cal Day, where visitors are able to interact with uniformed officers close to Sproul Plaza and at the Stadium. UCPD also comes to talk with all tour guides at least once a year. This fellow has had a very positive perspective about UCPD, and knows that they are very restricted with their resource drain. One idea is starting coffee chats with officers, targeted at current students to lighten interactions with UCPD.

This fellow has limited experience with UCPD, but did have one intense situation with UCPD and officers handled it well. One thing they noticed was that the officers lacked some sort of compassion, but understands now through their own training that this can be hard to do when consistently going through dangerous and life-threatening situations. This fellow asks about training for police officers, how are they trained to include compassion and empathy when dealing with community members.

A fellow responds to the previous speaker. This fellow does not remember instances of severe discipline or firing because of lack of compassion within UCPD. All officers meet training standards set by the state. Training includes avoidance of conflict, de-escalation, mental health, and conflict resolution. Anyone who is contacted by officers should be treated with respect, and anyone treated with less respect than what they were due should come forward. Every incident is multi-faceted, getting the bigger picture is a serious responsibility. Body cams and in-car cams can give a different lens to situations facing officers. As time goes on, UCPD will use this impact to increase quality of service.

A fellow acknowledges that resources are always a big issue. Police also get disrespected a lot of the time, and going to call after call gets daunting and may diminish compassion on the job. Even respect and compassion have a fine line that is easy to miss on the job, but greatly appreciated by people interacting with officers.

A fellow responds by mentioning that UCPD has partnered with rep from Goldman School of Public Policy, who has experience with recruiting. There is a proposal to take a look at police recruitment process, retention, and training. UCPD has accepted this partnership, and is hoping to use data to drive decisions in this area.

The Warden asks a question: keeping in mind historical police relationships with communities, and the distinction between police and campus police, and the very many duties of UCPD: what role should UCPD hold with respect to all these things?

A fellow remembers the first police officer hired on this campus, hired in the 1930s to control outrageous speeding vehicles going 15 miles per hour up from West Crescent into campus. This officer was seen as neighborhood police officer, and viewed as very supportive. We no longer live in 1930- the range of responsibilities police hold are very broad. This fellow appreciates concern that has been raised about empathy training for officers. This fellow also recognizes that we (as civilians) are responsible for whatever transpires on campus and elsewhere in the city. We are talking about training people to respond to a very wide range of circumstances. If they're working substantial overtime, and already working 12-hour shifts, they may not be as compassionate as we hope. This fellow believes that we have to be advocates for campus administration to say that what we are dealing with is not enough. We cannot just expect people to come rushing forward with additional resources. We have to communicate what we learned tonight with the proper administrators.

A fellow thinks about what the role of campus police should be, and adds that campus police engage with constituents in the community in an ongoing way. We have to have a strategy to address discrepancies in our budget. Across the board, what is the nature or role of campus police in a campus community? This should also lead the discourse in similar communities around the world. How do we articulate and achieve this? Make sure the range of voices are not

limited by those who have personal experiences have made police an issue, but it should be the full spectrum and not just the poles for who should take this on as an issue. We should emphasize community over advocating. How do we create arenas for community discourse? The Milo incident escalated perception of police. Policing in the US in the 21st century, (specifically the 2010s) has become very different than what many alumni have grown up with.

A fellow wants to echo a previous speaker's comments on how overburdened UCPD is, and how that plays a central role in possible lack of training or lack of empathy. This fellow never personally framed the issue in this light, but we should advocate for that perspective in other spaces. In the same way that the UCPD could not alone advocate for more resources, communities that have been victims to violence can also advocate for change. Perhaps UCPD and the greater community should be more involved in that conversation as well. What would we like to see UCPD do? This fellow teaches a service learning course; one very active part of learning is reflecting. It would be really cool if UCPD or their new GSPP partnership could develop new training which develops officers' reflections of history of police work, so that can inform their interactions going forward. That takes involvement of greater resources, of course, so we should advocate for more resources.

A fellow does not want to lose sight of the fact that law enforcement is a concern at every community. Past issues in Ferguson and other police communities have drawn attention to the fact that our criminal justice system is not what it should be. Much work to be done; this is a much bigger issue. Law enforcement needs to own its past. At the same time, they strive not to be that. UCPD does not share that sense of entitlement that led to past atrocities and abuse of power. It is a lot that UCPD has to exhibit humility, and not lost touch with the end goal. We cannot make up our goals in a vacuum, community must be taken into account. This fellow is open to conversations and listening sessions. We are moving forward, acknowledging the past and not carrying it into the future. We cannot fix the past, but we can mold how we want our future to be.

One final question from the Warden: what can UCPD in particular do, but what can communities do to improve relationships?

A fellow thinks students have to raise awareness to administration. With regards to empathy, campus as a whole seems to be short on it. UCPD is not unique in this, but it is a good place to start. We cannot just operate thinking about ourselves, we also have to consider others' needs, mental health, experience. Whenever we can do this, this is a good avenue to do this.

A fellow says we have to own it as a community. Being drunk in public, leaving laptops out and getting robbed are some examples of how we overburden police. The more we can manage ourselves as students, the less UCPD need to get involved and the more resources they have to be empathetic when dealing with larger issues at large.

The meeting closed with song, and was adjourned promptly at 7:30 pm.

Meeting minutes taken and compiled by the Chronicler for the Order.

