

UPSOC Attending:

Michael Alexander
Thomas Lockett
Julie Caron - Chair
Marci Jackson
Constantin Severe
Andres Guzman
Shirley Jackson
Antonio Recillas
Amy Ruff
Michael Walsh
Yolonda Salguiero
Dana Walton-Macaulay
Jill Townley
Jay Auslander
Joshua Childs

UPSOC Absent:

Luis Balderas-Villagrana
Clint Culpepper
Christopher Carey

UPSOC Staff:

Teresa Niedermeyer
Mark Wubbold

Guest:

Joe Schilling
Lisa Hawash

University Public Safety Oversight Committee (UPSOC) – May 15, 2020

Convened: 1:01 pm (via Zoom)

Topic: Review of meeting notes.

Discussion: The April 17, 2020 meeting notes were approved as amended.

Action: Staff to post meeting notes to UPSOC website

Topic: Equity Lens Training

Discussion: Lisa Hawash began with an overview of the equity lens training, using the equity lens for policy decision making document developed by Professor Marisa Zapata.

- Walton-Macaulay is using an equity lens in her work with the City
- Childs is using it with ASPSU
- Guzman is using it in his role as Director of Equity and Inclusion for CLAS

Hawash split UPSOC members into three breakout groups and tasked them with running CPSO’s Use of Force Policy through the university’s equity lens. Each group was assigned a notetaker and Hawash was able to monitor the progress of the groups by joining each

breakout. At the conclusion of the exercise, the groups merged and the notetakers and others reported out on each group's findings.

During the group debrief, UPSOC members acknowledged the challenge of applying an Equity Lens without being influenced by their personal philosophy on Policing. This led to a deeper discussion on bias and implicit bias.

Action: UPSOC to engage in implicit bias training at the beginning of the next academic year.

Topic: Subcommittee Meetings

Discussion: Given the quantity of work UPSOC is responsible for, the committee discussed holding subcommittee meetings over the Summer term. There are two subcommittees in particular that need to meet as soon as possible: the Investigations subcommittee and the Manuals and Policies subcommittee. How to organize and complete this work will be an agenda topic for the June meeting.

Action: Chair to invite PPB officers that are also PSU adjunct faculty to attend the June meeting and share some of their policing insights viz the work of UPSOC.

Topic: CPSO Update

Discussion: Title IX training has begun with supervisory staff, to be followed by remaining staff in the coming weeks.

- Lateral officer hire starts employment June 1st
- Physical building safety officer position being reconsidered in light of COVID limitations.
- Interviews have begun for new public safety officer hires.
- Four sworn officers are in background checks.

Topic: Confidentiality Statement Signing

Discussion: UPSOC members called for some minor adjustments to the statement. These were accepted and will be incorporated into the final document.

Action: Staff to finalize confidentiality statement and send to UPSOC members and staff for signing.

Topic: Other Business

Discussion: The UPSOC Chair has contracted with two PPB officers to present to UPSOC members on Police History, Use of Force policies, and Supreme Court case history relevant to the committee's work.

The Manual and Training subcommittee will begin their review work with a focus on the trainings recommended by the IAC. Their goal is to assure these trainings are included in the field manual. They are supplemental trainings that are specific to the issues (implicit bias, etc.) that address specific concerns of the campus community.

Action: Staff to help subcommittees schedule meetings for the two groups that will need to meet soon:

- The Incident Reports subcommittee
- The Manuals and Training subcommittee

Adjourned: 3:02pm