Organizing RCSC Recommendations into Implementation Clusters

The Reimagine Campus Safety Committee (RCSC) provided a report to the President in January 2022, following an extensive period of focused dialogue data-collection, reflection and consensus-building. The RCSC organized both its work and recommendations around five thematic areas:

1. Frameworks for Campus Safety
2. Responding to Individuals in Crisis
3. Physical Environment
4. Campus Community
5. Welcome and Belonging

The report offered a total of 35 recommendations that cumulatively address important questions of policies and practices to guide effective campus safety, appropriate responses to individuals in crisis, oversight of campus safety and ongoing dialogue within the community about safety, creating alternative dispute resolution and ombud’s functions and training, and engagement strategies to expand community voice in campus safety and beyond.

As we move to review and implement the RCSC recommendations, it is useful to cluster the many recommendations into categories that will connect appropriate campus units, leadership, and participants to moving ideas into action. For this reason, the following “action tables” are recommended to guide implementation:

1. Campus Safety & CPSO: Policy, Practice and Engagement
2. Effective, Non-Law Enforcement Response to Individuals in Crisis
3. Oversight of Campus Safety
4. Advancing Alternative Dispute Resolution/Creating an Ombuds Program
5. Infrastructure, Business Practice, and Spaces for Engagement
6. Engagement of Campus Community, Empowering Voice, Connectivity with the City

A final set of recommendations focused on sustaining energy and accountability on moving forward with the recommendations of the Reimagine Campus Safety Committee. These recommendations are embraced with the design of the implementation plan.

A separate spreadsheet maps each of the 35 recommendations to one of the six themes identified above.

Principles to Guide Implementation

As the campus moves forward with a concerted effort to review and implement recommendations of the Reimagine Campus Safety Committee, it will be highly valuable to be guides by the principle outlined in the RCSC report, which “recognize the intersectional nature of all aspects of campus welcome,
safety, and belonging, and intend to advance equity and inclusion regarding campus safety.” These principles are:

- Take into account the historical and current contexts in which we operate
- Build connections on campus through collaboration, partnership, and community
- Foster shared responsibility for a welcoming and safe campus
- Make possible conditions where people who study at, work at, and/or visit PSU experience a sense of belonging
- Recognize the interconnectedness of physical and emotional aspects of safety
- Draw from both qualitative and quantitative data that is disaggregated whenever possible, recognizing that no individual experience can represent and entire group’s or community’s experience
- Address barriers, especially for person who disproportionately experience multiple forms of harm
- Consider the impact of safety interventions on persons experiencing crises in mental, emotional, and/or physical health on campus.
- Focus on addressing behaviors, not problematizing or pathologizing individuals
- Include mechanisms for accountability, including approaches for promoting healing around historical and contemporary harms

Features of the Implementation Plan

Action Tables for Implementation

Action tables will be organized around each of the six themes identified above. The scope of work for action tables include:

- Reviewing RSCS recommendations and identifying action steps that need to take place to originate action.
- Where appropriate, identify additional partners and/or voices important to implementation of recommendations.
- Identification of resource needs, where necessary, to support implementation.
- Review and identify metrics by which implementation action can be assessed with regard to being carried out and impact.

Membership in Action Tables are currently being identified. Membership will include representation from individuals who participated in the Reimagine Campus Safety Committee, representatives of stakeholder units or groups appropriate to the Action Table focus (e.g., UPSOC, Finance & Administration, GDI, University Relations), and other individuals with relevant expertise or experience.
**Coordinating Team**

To sustain momentum in moving forward the recommendations of the Reimagine Campus Safety Committee, a Coordinating Team will be created to link together the work of the Action Teams as well as to problem-solve challenges that may arise in implementation. The Coordinating Team will ensure continuity of the Reimagine Campus Safety Committee’s visions, reflections and ideas for advancing campus safety as we move to implementation stage with new colleagues and partners. The Committee will explore interconnections across the recommendations distributed among Action Teams and monitor the whole package of actions steps with regard to impact, consistency, and alignment with RCSC intent.

Member of the Coordinating Team is being currently being identified.