Hello students, colleagues and university community. I am Stephen Percy, the Interim President of Portland State University.

At today’s PSU Board meeting, I presented to the trustees a new, holistic approach to campus public safety. The approach is the culmination of 15 months of review and reflection in the aftermath of the tragic death of Mr. Jason Washington. I want to extend my deepest condolences to Mr. Washington’s family, and to tell you that we continue to grieve his loss as a community.

We want everyone to feel welcome and safe at PSU. We recognize that safety means different things to different members of our diverse community, and creating a plan that responds to these differences is a challenge.

The fundamental guiding principle of this plan is that public safety must be a shared responsibility. We all have a role.

Key elements of our plan include:

- *Enhanced* oversight of public safety by a campus committee of diverse members.

- *Enhanced and comprehensive* training of all public safety staff in topics related to community policy and our urban environment, including de-escalation and building effective relationships with diverse groups within our community, and third ...

- *Paying close attention* to how campus infrastructure and building access affect safety, while at the same time recognizing our commitment to community engagement.

In recent years, we have learned that many disruptions on our campus come from people who are experiencing dire physical, social, and emotional conditions or who lack basic shelter and food.
Their needs are acute and our path forward must reflect our campus commitment to human dignity for everyone. For our students facing crises, we will continue to offer a range of services, as we have for over a decade.

For visitors on our campus who are in need of support, we are dedicated to working with community partners to find new ways to minimize the need for campus public safety response and maximize a health care informed response.

**Staffing is another critical component** of our campus public safety plan. We will *balance* the responsibility for safety among three types of staff.

- **PSU will hire 10 new Student Safety Ambassadors** who will be a visible presence on campus. They will welcome visitors, offer directions, walk folks between buildings when needed, and alert the Campus Public Safety Office to safety concerns. We really want students to be a part of our campus safety plan because they are at the heart of everything we do at PSU.

- **Our second group** of safety staff will be 10, unarmed Campus Public Safety Officers. This increases their presence on campus by 150% with money set aside in the last budget process. Safety Officers will respond to most calls for service on campus and will serve as a deterrent to crime, provide safety escorts 24 hours a day, and offer first aid and CPR in emergencies.

- **The third part** of our safety staff will consist of the 10, sworn and armed Campus Police Officers. Campus Police Officers will be responsible for enforcement, investigation, and intervention activities.

Concerns about public safety run deep on our campus. Some members of the campus community feel unsafe with the presence of armed officers; while others believe that an armed presence is needed to provide a safe and secure environment.

I want to acknowledge these strongly held feelings and to tell you that I respect them, and I respect all of you who have shared them with us.
Fundamentally, the benefits of safety and security must be made available to all members of the campus community, consistent with PSU’s Strategic Plan.

Building mutual trust and respect requires us to create a climate of inclusion and equity that permeates the campus every day. I believe that the comprehensive nature of this plan allows us to take an important step in that absolutely necessary direction.
Maintaining safety requires constant reflection and innovation. In addition to our commitment to ongoing review, we will formally review this plan every three years, learning from our experiences in order to advance overall public safety and security.

My executive staff and I are committed to implementing this plan as laid out — fulfilling all of its elements. We will report to you annually about our progress and our learning that may inspire further innovation.

Thank you for your time, and thank you for being a part of PSU.