



2022 REPORT

Call to Action: Reimagining Campus Policing Task Force Recommendations

California Community Colleges Chancellor's Office | Eloy Ortiz Oakley, Chancellor



commitment to reimagining campus climate and public safety? Will students, faculty and members of the campus community feel more welcomed, secure and safe? We think all of this is possible. Thank you all for being part of this task force, for the difficult but necessary dialogue this work included, and for moving our system, state, students and communities forward in inclusive ways with meaningful and impactful recommendations.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eloy Ortiz Oakley'. The signature is stylized with loops and a long horizontal stroke at the end. There are small, faint marks above the signature, possibly from a scanner or a stamp.

Eloy Ortiz Oakley, Chancellor

CALL TO ACTION: REIMAGINING CAMPUS POLICING TASK FORCE RECOMMENDATIONS

January 4, 2022

Prepared By

California Community Colleges Chancellor's Office

Reimagining Campus Policing Task Force

Table of Contents

Introduction	9
Task Force Recommendations	11
Stakeholder Engagement	14
Task Force Members	14
Process and Timeline	17
Appendix	18

INTRODUCTION

As a student of color, I've had negative experiences with the police in the past. How welcome

In addition, California's state constitution and Education Code creates a funding mechanism for community college policing²

TASK FORCE RECOMMENDATIONS

Reimagining campus policing is a multi-dimensional challenge. Changes of this magnitude require system-level infrastructure and the capacity to work collaboratively with campus leadership and stakeholders. Over the course of three task force meetings, the task force members rose to the challenge and developed recommendations that satisfied the Chancellor's Office charge. The chart below captures the recommendations.

Task Force Charge	Draft Recommendations
Baseline policies and regulations related to on-campus policing that bring policies into alignment with best practices	1. Establish a structure for system and campus level coordination for operational responsibility and accountability for safe and inclusive campuses. 2. Integrate relevant commitments from <i>Vision for Success/Diversity, Equity and Inclusion framework</i> into campus policing reforms to ensure student-centered redesign and student input for campus policing. 3. Establish processes and guidelines for accountability for campus policing that includes multiple campus stakeholders, including students. 4. Expand category of “first responders” to include mental health professionals, social workers, CARE trained faculty, staff and administrators, as well as other counselors, to minimize unnecessary police interactions and mitigate escalation. 5. Redesign professional development that promotes inclusive and equitable student-centered guiding principles for campus police and for productive interpersonal interactions (e.g., training on de-escalation techniques, peer intervention, interrupting bias)

Task Force Charge	Draft Recommendations
Develop policy for the removal of police officers found to be unsuitable for on-campus employment	13. Ensure campus leadership has decision-making authority for removal of officers, including when campuses contract with local police agencies. 14. Develop clear accountability expectations for campus leadership over campus policing practice and culture whether campus policing is campus-hired or outsourced. 15. Develop policy, in keeping with recent legislation, for the ability of campus police departments to make a police officer's disciplinary history available to other agencies when an officer is removed, such as those seeking a reference for future hiring. 16. Establish peer-intervention training and protection for officers who do intervene, from retaliation or other consequences.
Inform strategies for state-level support and resources that will enhance campus efforts to reform campus & community police practices and police personnel workforce reforms	17. Set minimum campus police department standards across the system with resources for attaining accreditation (POST, IACLEA, or similar) for transparency and cycles of review for continuous improvement. 18. Establish a baseline campus-policing "landscape analysis" to understand organizational and accountability structure for campus policing at the local level. 19. Develop a college-student set of guiding principles (compact?) to establish baseline expectations for campus police to interact with students and the campus community, and for students to have a voice in their campus experience and formal mechanism for reporting incidents (positive and negative). 20. Review the reporting structure of campus police departments to ensure the function of policing is integrated into college strategic and equity planning and is fully supporting the and DEI goals.

STAKEHOLDER ENGAGEMENT

These recommendations were the result of a robust process of engaging with the many voices expressing a deep desire for fundamental change. Diverse stakeholders from within the community college system and from the communities and organizations with expertise served on the task force.

TASK FORCE MEMBERS:

- **Matthew Besmer**, General Counsel for the State Center Community College District
- **Barbara Calhoun**, Clerk, Compton Community College, Trustee Area 2 representative
- **Stephanie Curry**, Reedley College Academic Senate Past President & Faculty Guided Pathways Coordinator
- **Michael Dolphin**, (retired) Chief of the Los Angeles County and Ventura County Workforce Services Division
- **Carole Goldsmith**, President of Fresno City College
- **Nekoda (Nikki) Harris**, Executive Director of Human Resources at the College of Marin
- **Lance Heard**, Mt. San Antonio College Academic Senate Co-Vice President & Professor of Administration of Justice
- **Kristen Huyck, EdD**, Director of Public & Governmental Relations, Marketing & Communications at Mira Costa Community College
- **Stephen Kodur**, (former SSSCC officer) Community Organizer at the Student Senate for California Community Colleges
- **Ka Ren Mac Calla**, (former SSSCC officer) President of the Black Student Union at Moorpark College
- **Obed Magny**, Police Officer at Sacramento Police Department & Professor at Brandman University
- **Ross Miyashiro**, Vice President of Student Services at El Camino College
- **Jane Saldaña-Talley, EdD**, Vice President of Academic Affairs at Santa Rosa College
- **Linda Vaughn**, President of South Bay Regional Public Safety Training Consortium
- **Bryan Ventura**, Dean of Institutional Effectiveness and Advancement at East Los Angeles College
- **Amber Wade**, Chief of Police Napa Valley College

SUBJECT MATTER EXPERTS:

- **Josh Bronson**, Director of Education & Leadership Development, International Association of Campus Law Enforcement Administrators (IACLEA)
- **Chief, Dr. Clarence Green**, Vice President of Culture and Chief of University Police at Northwest Missouri State University
- **John Hetts, PhD**, Visiting Executive, Research and Data, California Community Colleges;

- **Lennor Johnson**, Vice President of Student Services and Equity at Imperial Valley College
- **Valerie Lundy-Wagner, PhD**, Assistant Vice Chancellor for the Research and Data Analytics Unit, California Community Colleges
- **Desirée Nero**, CEO, Epiphany Life, LLC and Leadership Instructor at Palm Beach State College Criminal Justice Institute

CHANCELLOR'S OFFICE STAFF:

- **Marty Alvarado**, Executive Vice Chancellor for Educational Services
- **Marc LeForestier**, General Counsel
- **Paul Feist**, Vice Chancellor for Communications
- **Sheneui Weber**, Vice Chancellor of Workforce and Economic Development
- **Lakresha Jenkins**, Administrative Assistant for Educational Services and Support

JFF TEAM:

- **Erica Acevedo**, Associate Director
- **Lucretia Murphy, J.D., PhD**, Associate Vice President
- **Barbara Endel, PhD**, Senior Advisor
- **Derek Niño, EdLD**, Associate Director
- **Sandra Lee**, Senior Program Manager

STATE AND NATIONAL STRATEGIC COMMUNICATIONS

To help inform and engage multiple constituents beyond the Task Force and their respective organizations, interested in this work, the Chancellor's Office activated a strategic communications plan. In 2021, the Chancellor's Office released a video featuring community college students, leaders from the Chancellor's Office and campus policing community brought the issues of equity, student success, and need for data to make the case for future actions. Second, a blog post was released framing the issues such as accountability, recourse for students, and effect of campus policing on the broader campus culture and climate. On-going communications to advance these recommendations will occur via digital media channels, student storytelling, and stakeholder engagement.

To engage a national audience, the Chancellor's Office sponsored a

PROCESS AND TIMELINE

The process and structure of the Task Force was accomplished by designing four phases:

1. **Discovery Phase** with campus policing research, literature review, California community colleges regulatory and statute analysis, Title IX/Clery Act review, and over fifteen campus policing subject matter expert interviews within California, and with experts from across the country representing cutting edge 21st campus policing reforms). January-June 2021.
1. **Task Force Recruitment and Formation** with 18 Task Force members, including two students, were identified across the continuum of primary stake holder and participatory governance organizations (i.e. Student Senate, Faculty Senate, Board of Trustees, and CEOs,) accepted the invitation to serve on the Task Force. February-March 2021
2. **Recommendations Development** by the Task Force over the course of four half-day virtual meetings. The timeline is presented below. April-November 2021. A Briefing Book for Task Force members, synthesizing California's campus policing evidence base, and showcasing exemplar policies and practices from across the country was provided and updated for every meeting.
3. **Proposed Regulations** and Draft Board of Governor's Resolution was prepared by the Chancellor's Office in response to the guiding principles and values that emerged from the Task Force. On-going work on the regulations, policies, and/or resolution will continue from fall 2021 into spring 2022.

APPENDIX

Timeline of Task Force Activities 2021-2022



*Front cover photo: Los Angeles
City College*

Photo at right: Palomar College

*Back cover photo: San Joaquin
Delta College*



