



# Reimagining Public Safety

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# Acknowledgements

# Land Acknowledgment

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As we share space to strengthen our journey towards consciousness and liberation, we must take time to acknowledge the difficult truths of our history that have shaped our current realities. Our relationship with Indigenous people [...] is in immediate and sincere need of reconciliation and reclamation. Today, we cannot deny the story of the land upon which USF sits and its truth that is too often untold. Our institution sits on unceded, stolen Ohlone territory.

[Calina Lawrence \(Suquamish Nation, USF PASJ Alumna, Class 2016\)](#)

# Black Lives Matter Acknowledgement

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We acknowledge the continued legacy of systemic racism stemming from the historic violence and destruction caused by genocide and enslavement. Processes of truth, justice and healing are necessary to bring about justice in institutions such as USF.

# Origin of the USF Re-imagining

## DPS project

- National concern over state violence against Black bodies is a concern on our own campus. Black students and their allies have called on USF to examine its own practices and to consider a new way of thinking about safety and wellness for our community.
- Our purposes of the re-imaging DPS is to rethink, re-envision and re-imagine how USF might commit to the safety, care and concern of its community. While also acknowledging historically the policing institution has been weaponized to oppress the BIPOC community.

# Overview & Timeline



- **Fall 2020**
  - Building Community Capacity
  - Four Levels of Racism
  - History of Race & Policing
- **Spring 2021**
  - Race & Policing
  - Restorative Justice
  - Intersecting Identities
  - Privilege & Power

# Overview & Timeline Continued ...

## Fall 2021-Spring 2022

*Purpose: Listening Circles*

### Research Questions

How have Students of Color experienced race, safety and policing at universities/colleges?

What have been the experiences of other Departments of Public Safety and abolitionists in their own re-imagining work?

What would a Department of Public Safety look like, feel like and sound like if it were centered around the wellness of BIPOC and racial justice?

### Methodology & Data Collection

Narrative  
Action  
Research

Listening Circles with:  
BIPOC Students/Alums  
Public Safety Department Leaders  
Abolitionists and Scholars

Thematic Analysis

### Findings: Themes

Importance of  
Recruitment, Hiring & Training

The Effects of Policing on BIPOC  
Students' Sense of Belonging

Importance of Building BIPOC  
Student Trust in USF and the  
Departments Responsible for  
Showing Care and Concern for  
Student Wellness

# Overview & Timeline Continued ...

## Fall 2022

### *World Cafés: A Community-Centered Process for Re-imagining Public Safety*

- 1st World Café - Wednesday, Oct. 26 from 6:00-8:00pm (PDT)
- 2nd World Café - Wednesday, Nov. 2 from 6:30-8:00pm (PDT)
- 3rd World Café - Wednesday, Nov. 9 from 7:00-8:00pm (PDT)

*The purpose of the world cafés was to gather students, staff, faculty and administrators together to create a proposal for a re-imagined public safety based on the data collected from the listening circles and the work of the DPS department over the past two years. We used norms, mindful listening and dialogic principles to guide our conversations during the world cafés.*





# University of San Francisco: Re-imagining Safety Framing the Call to Action

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- ❖ Acknowledge and address racism as an institutional issue that decreases the trust and sense of belonging of BIPOC members of the USF community;
- ❖ Hold those in high-level positions with decision-making power at USF (and their teams) accountable for institutionalizing the proposed reimagined vision of public safety within the scope of their positions;
- ❖ Reframe the purpose of USF to include a commitment to keep all community members feel safe, to address racism as a systemic issue that goes beyond DPS and to require the involvement and buy-in of the entire institution.

# Department of Public Safety

## *Call to Action*

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### #1: Moving from Policing to Service

- ✓ The Department of Public Safety distinguishes itself from municipal policing with its commitment to excellent service with compassion and understanding.
- ✓ In a learning institution, Public Safety staff are focused on educating hearts and minds and not on control, harm or punishment.
- ✓ The Department of Public Safety recognizes that not all calls for service require an armed uniformed officer; however, the range of services required vary from call to call. The initial call may be service oriented; however, the subsequent call may require more protection from an officer who is in uniform and armed.

# DPS Call to Action Response #1

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- **Uniforms + Titles:** With the acknowledgement that there is more work to be done, DPS Leadership's response is to keep the current model of uniforms and titles as they are necessary to maintain quality of service:
  - Potential confusion with students, neighbors, and local law enforcement alike may reduce effectiveness of service.
  - Prevents or delays information sharing between law enforcement agencies.

This decision will be regularly reviewed based upon feedback from community and is subject to change.

# Department of Public Safety

## *Call to Action*

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### **#1: Moving from Policing to Service (Continued ... )**

- ✓ Shuttle drivers are in marked vans with distinctive uniforms or apparel to assure their identity and legitimacy as they provide this service to the community.
- ✓ The Department of Public Safety staff recognizes that uniforms and weapons create anxiety for some community members and through this acknowledgement strives to humanize our interactions and engagements with community members.

# Department of Public Safety

## *Call to Action*



### **#2 Transparency and Accountability:**

- ✓ The department is accountable to the USF community through its engagement with the Progressive Policing Community Advisory Board (PPCAB) as well as other feedback loops.
  - ✓ Created in 2017 to “provide a forum for community collaboration and feedback with the Department of Public Safety regarding fair, equitable, and effective police practices.
  - ✓ The Advisory Board will work collaboratively with public safety to identify problems, develop and recommend solutions to USF Leadership and serve as a resource regarding community safety issues.
  - ✓ The department encourages feedback through the feedback portal on the DPS Community Engagement site.

# Department of Public Safety

## *Call to Action*



### #2 Transparency and Accountability (Continued ...):

- ✓ Provide as much transparency as possible in the recruiting, selection, hiring and training practices of the department.
- ✓ Provide as much transparency as possible around the roles and jobs assigned to the department of public safety.
- ✓ Provide transparency around how the department has responded to past complaints and issues raised by students.
- ✓ Provide transparency around when and why officers enter student spaces (such as dormitories) (keep communication with CAs high).
- ✓ Assign DPS staff members, ideally BIPOC staff, to attend student org meetings (with a focus on cultural center orgs) to hear from students. Students (with Erin's support) will indicate how frequently they would like a liaison to attend their meetings. The liaison would *not* be an officer.

# Department of Public Safety

## *Call to Action*

### #2 Transparency and Accountability (Continued ...):

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- ✓ Hosting regular social sessions like “Coffee with P-Safe” or “Boba with P-Safe” to encourage students to get to know DPS staff and encourage two-way humanization. A suggestion was made to replace the word “cop” with a term that better communicates the service work of staff of DPS. As well, these spaces should be co-created with students.
- ✓ Assign DPS staff members, ideally BIPOC staff, to attend CFCC once/month or once/semester.
- ✓ Create forums that occur once/semester that focus on race and policing/prison industrial complex that allow members of the USF community to be in regular dialogues about this oftentimes tense and contentious topic. This might include bringing a nationally-known speaker for the panel.

# Department of Public Safety

## *Call to Action*

### #3 Re-allocating & Partnering:

- There are a number of roles and responsibilities that members of the department of public safety fulfill that are inappropriately assigned to this department.
- These inappropriately assigned roles place uniformed and armed officers in more frequent contact with students when not necessary. Examples include areas such as mental health, social services, pest control, shuttle services, and lockouts.
- As such, this proposal calls for the following:
  - Redistribution and Reallocation
  - On-Campus Partnering & Reallocation
  - Beyond Campus Partnering and Reallocation



# Department of Public Safety

## *Call to Action*

### #4 Recruitment, Selection, Hiring and Training

- ❑ Hiring BIPOC staff to all positions (with a focus on the rank of officer) and to encourage the recruitment of candidates who are aligned with the social and racial justice mission of the department and university is a priority.
- ❑ DPS supports the finding that training should include learning about the history of race and policing and experiences of BIPOC – a curriculum that includes information about crisis intervention and mental health care for this age-range and implicit bias/microaggression training.

# USF Clery Overview

## Hilltop Campus





## Hilltop Campus

Offense	Year	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Residential Only
Murder/Non-Negligent Manslaughter	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Rape	2019	5	0	0	5	5
	2020	2	0	0	2	2
	2021	1	0	0	1	1
Fondling	2019	0	0	1	1	0
	2020	0	0	0	0	0
	2021	1	0	0	1	1
Incest	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Statutory Rape	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Robbery	2019	0	0	3	3	0
	2020	0	0	0	0	0
	2021	0	0	2	2	0
Aggravated Assault	2019	1	0	2	3	0
	2020	0	0	3	3	0
	2021	0	0	3	3	0
Burglary	2019	5	0	0	5	1
	2020	5	0	0	5	1
	2021	2	0	0	2	2
Motor Vehicle Theft	2019	0	0	11	11	0
	2020	2	0	15	17	0
	2021	0	0	20	20	0
Arson	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Arrests: Weapons: Carrying, Possessing, Etc.	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0



## Hilltop Campus (continued)

Offense	Year	All On-Campus Property	Non-Campus Property	Public Property	Total	On-Campus Residential Only
Disciplinary Referrals: Weapons: Carrying, Possessing, Etc.	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Arrests: Drug Law Violations	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Disciplinary Referrals: Drug Law Violations	2019	55	0	3	58	55
	2020	5	0	0	5	5
	2021	3	0	4	7	0
Arrests: Liquor Law Violations	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	2019	82	0	0	82	82
	2020	26	0	0	26	26
	2021	15	0	0	15	15
Domestic Violence	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Dating Violence	2019	3	0	0	3	1
	2020	1	0	1	2	1
	2021	1	0	0	1	1
Stalking	2019	2	0	0	2	1
	2020	1	0	0	1	1
	2021	2	0	0	2	1
Hate Crimes	2019	None				
	2020	None				
	2021	None				

# University of San Francisco

## *Clery Overview*



### The Report (Annual Security & Fire Safety)

[https://www.usfca.edu/sites/default/files/2022-05/clery\\_2021-final.pdf](https://www.usfca.edu/sites/default/files/2022-05/clery_2021-final.pdf)

### Daily Crime & Fire Log

<https://myusf.usfca.edu/public-safety-transportation/annual-clery-report/daily-crime-fire-log>

### Timely Warnings

<https://myusf.usfca.edu/public-safety-transportation/annual-clery-report/timely-warnings-crime-bulletin>





*Thank You!*