

CSULB Community Engagement Group Meeting Minutes
December 3, 2021 – 3:03pm

Attendees: Ann Kinsey, Nicholas Perez, John Hamilton, John Brockie, Fernando Solorzano, Neil Hultgren, Michael Barraza, Michelle Dobson, Larisa Hamada, Cynthia Ray, Jesus Gonzalez.

- Welcome new committee member - Chris Fowler
- Strategic Priorities recap:
 - Group created as a result of incident involving George Floyd
 - Issues regarding policing and talk of defunding the police
 - Look for ways to work with campus police, build relationships and connections
 - How can there be more engagement with the campus community and UPD

Fernando Solorzano presentation:

- **Evaluate Our Diversity**
 - When recruiting UPD tries to mirror the diversity shown in the campus community.
 - Looking for suggestions from group on evaluating diversity or recommendations that could lead to establishing a more diverse department.
 - John Hamilton suggested enlisting the assistance of a staff and faculty member during the hiring process.
 - Recruitment hard at the moment. When things start to return to normal, the department will be able to return to using a staff or faculty member during hiring process.
 - Ann can solicit staff members through Staff Council to help with interview process.
 - Larissa suggest an orientation for any staff who participate in interview process to get an understanding of what qualifications are required for a police officer.
- **Recalibrate Our Response Capabilities**
 - Exercise administered by the Chancellor's office with all the Chief's. They put together a short and long survey which was shared with the Chief Administrators Business Officers (CABO).
 - Would like to get the survey out during the Spring semester.
 - Meetings will continue with Affinity and student groups on campus to get feedback.
- **Display Our Transparency**
 - Creation of Community Engagement Group; body worn cameras; cameras installed in patrol cars; share the police budget as requested; introduce new uniforms for community policing events; continue community outreach programs; Racial & Identity Profiling Act (RIPA) begins Jan. 2022.
- **Survey & Improve Our Tech Capability**
 - Survey performed on placement of cameras around the campus. As a result of the survey, cameras are now installed in the parking structures.
 - Shelter in place locks for the classrooms and lecture halls are being installed.
 - Updated less lethal equipment and technology. Ensuring training is in compliance.

- ***Improve Officer Wellness***
 - For a long time, there hasn't been programs to help officers cope with traumatic events that occur on the job.
 - UPD enhanced the employee assistance program. The officers can get confidential help & guidance outside of the campus.
 - UPD looking into workout equipment to help with stress management.
 - Suggestions from committee to help UPD staff: Look into talks by Travis Howze. There is a new taskforce being created to access and support the basic needs & health of staff/faculty.
- ***Police Budget***
 - Total budget for CSULB is approximately \$488 million. UPD's portion is a little less than 1% of that budget.
 - Some items covered by budget: salaries for entire department, operation of communications center, infrastructure for servers, vehicles maintenance and fuel cost and other operational cost.
- ***Questions/comments for the Chief:***

Comment (Larisa) - In the past it was helpful when the officers were able to sit on different committees. It gave the community a chance to interact and get to know the officers and vice versa.

Response - As soon as staffing numbers increase the officers will be able to participate again.

Question (John H.) – How far down is UPD in numbers for full staffing?

Response – Five (5) sworn positions need to be filled.

Question (John H.) – What is the turnover rate or average time an employee stays?

Response – New employees stay an average of 2-3 yrs. However, we've recently lost tenured employees (10+ years). They have either retired or transferred to other agencies which is rare.

Question (Neil) – Regarding budget, is it possible to see specifically how the police budget is broken down in more detail?

Response – The Chief will talk with his superiors to get a response to the question.

Question (John H.) – What is the climate or opinion of the officers towards the campus community?

Response – Feelings of non-appreciation for their efforts and a lack of support. They are open to suggestions on making things better. There is an understanding that reform is needed to remove the bad seeds but they don't understand why people don't want them on campus. The thought is if everyone can get to know each other better, then the community would embrace them and see their good work.

Comment (Jesus) – Make presentation to the student body and Students for Quality Education (SQE), listen to their questions and comments. The week of welcome have one community police officer and the rest Community Service Officers (CSO's). The CSO's would explain their role and the work they do with the UPD. Have presentation available in February or March. Some students want reform of the City police and UPD.

Response – The ASI secretary will work on a date. Fernando and John B. will give the presentation.

Response – Larissa stated if a student has a difficult situation with the police or they don't feel comfortable talking to the police, they can come to her office or John Hamilton's office and speak with them.

Fernando

- Tour of UPD police station has been scheduled for Friday, January 14, 2022 at 5:30pm. The tour is open to the entire engagement group. Please let Gail Smith know who will be in attendance.

Adjourned 4:11pm