

Members of the Committee (those present are highlighted)

LEA Director	Robert Thomas
BIT	Yvanna Corella
HR	Jacqui Oakley
Diversity Council	Kevin Stiffler
Faculty (3)	Gayle Crane*, Kyle Kelly*, Chris Zaleski*
Adjunct (1)	Janessa Jacobs
Classified (1)	Bobby Asher
ATP (1)	Stacy Roe
Access Services	Jean Kelly
Veteran's	Zach Frazier
International Student Services	Linda Yazdani
Police Chief	Sean Dugan
Sargent	Anthony Schaller
Police Services Manager	Loretta Tafoya
Behavior Health	Katie Parsons
Ex Dir DE & I	Yet to be determined
Students (3)	Eddie Flores, James King, Aidan Malensek

Loretta Tafoya started the meeting by offering guidelines for our meetings, which others present also added to:

Confidentiality, respecting other people, not interrupting others – being respectful to not be interruptive and giving others a chance to talk, understanding that people bring different perspectives.

**RITE ACADEMY**

Chris Zaleski informed the members of a training and train-the-trainer program about Racial Intelligence Training and Engagement called RITE Academy <https://riteacademy.com/>. Chris had done some preliminary inquiry into this training and thought it might be a good training for all police officers and since this committee is to look at all aspects of safety on campus, this training may be good for our campus police and other front facing staff, as well as to be considered for training other law enforcement in the community through out police academy.

Loretta mentioned that she has been looking for racial intelligence/de-escalation/racial bias training for the campus police officers and she had looked at this training site and thought it would be a good training to consider.

Chris suggested that members look at this website and at some of the testimonial videos before this committee meets next time. Others expressed that they had not yet looked at this training website that was on the agenda and they would like to watch the TED Talk that was on the website.

## **SURVEY**

Loretta informed the committee that she had posted a survey on the Microsoft Teams site. She is asking that the committee provide feedback about the survey. Our goal is to get the survey out at the beginning of spring 2022. Jacqui has already made some comments. We talked about doing incentives to get folks to win something if they complete the survey, but want to ensure it is anonymous.

Committee members asked that additional questions be asked to gather demographic information such as: Race, gender, disability, so that we have more information when we look at the data. There were suggestions that we ask people's general thought about LE, not specifically RRCC law enforcement. It may be impacting their perception of police. Maybe we should add an overall question about their perspective of police in their community.

If we get the demographics of the surveyed folks, disability and what their characteristics are, we may be able to find out if answer or perceptions are due to different factors.

This would help us focus and prioritize the concerns and the populations on campus that feel less safe than others.

We could also ask: Would you go to the police, why or why not?

We may need to have open ended questions, such as: What are people's top three concerns or barriers or what are the issues they are facing on campus: stalking, harassment, violence?

How accessible is the police to students. I know how to reach the police.

How does the police make connections with the students?

Gayle wants to ask about time on campus for the survey because if students or staff/faculty only come on campus for 1 class but they don't see the police...especially with online learning.

## **POLICE PRESENCE & POLICE UPDATE**

Aiden said he doesn't see police except for the one patrol car "the charger." Students don't know how to contact the police he stated. Aiden suggested that there be events such as the Bandimere Speedway event with state patrol.

Chief Dugan said the police used to park many of their vehicles near the front lot because of the visible deterrent. Now there is only 1 car. We used to have 5 police cars at the main entrance. We don't want to just see the police only when you come to the campus. Now they are more out of site.

Chief talked about donuts "ask a cop" program on campus and how they go through a lot of donuts and fruit and there are a lot of people who stop by to talk about many things, not just law enforcement.

Chief Dugan stated that President Haney is adding police phones; no matter where you are standing in a common area one can pick up the phone to contact the police. It was approved in January and the

phones have not yet been installed. While most people have their cell phones with them, there is not very good cell phone coverage on campus.

Chief Dugan reported that the police are included as a presenter with the international student orientation. The police have also done on campus orientations and welcome back nights, especially pre-covid. The police department has done presentations for new faculty orientations and a crisis response team and they did drills pre-covid.

Some of the other things the police department has done has had good participation: The safety fair was on campus where they invited law enforcement and they did roadsides to experience what it is like to feel intoxicated. Those are pro community things to do and officers like to do these events, but Covid put things on hold and they want to do it again. Students like the goggles he reported.

For visibility goal, Kyle suggests that there be more involvement in classes, including with the goggles, where police officers work on course specific activities or lessons. Officers could visit classes as a part of community engaged learning.

Chris suggested that it could be a first year experience (FYE) lesson that is embedded in these first year classes. As a part of the FYE pilot, Chris will mention this to Dana from FYE to get a conversation started.

Aiden suggested we bring goggles to ask a cop.

Chief Dugan reported that there has been success in hiring community oriented police officers, but it's been hard to hire.

Aiden asked if the officers are here each day. The chief reported that the police department has 8 uniformed officers and the department is down three for the past year. They just hired two.

Aiden and others mentioned that it would be good for police to meet the students more so they know them by name.

If faculty want an officer to come to class, faculty can put in a request to Chief, Loretta, or Sgt. Schaller.

Linda suggested that the presentations be more interactive and not just playing the video so there are personal interactions.

### **BIT (Behavioral Intervention Team)**

Katie said she hears this from the faculty side of things when BIT and police get involved: That students report things to BIT and it probably needs to involve the police. She asked: Do students think the way to reach the police is to do a BIT or report a concern? In terms of safety, there is a perception that BIT is for certain things and not for certain things. It's really hard to tell when to use that and a false sense of security and she thinks something is being taken care of because it doesn't get to police because the student didn't check the correct box.

There needs to be training on the BIT team on what to look for. How trauma informed are the BIT team members, Katie asked. We hear that we had no idea of what is going on. We need trauma informed training so we are asking the right questions and not waiting for them to report. If someone had a negative response in the past, they may not go to the police. They may end up in HR and HR needs to know how to ask those questions to make sure there isn't a trauma. Who gets these messages and how

we are handling them is a question that was asked. We also need to ask who should be getting trauma-informed training.

Chief Dugan said there is information missed from students. He reported that they get a lot from faculty. BIT is comprised of Lisa Fowler, Yvanna, Dr. Clark, Arnie (HR) and Chief Dugan. We get every report of concern. Full time faculty know but students do not know.

Aiden said he doesn't know about report a concern or where to find it, from a student's point of view.

Chief said most reports are conduct related and they have discretion to not charge. Usually it is referred to a meeting where the Chief and Lisa will have a meeting to tell the students they cannot do certain behaviors.

Katie asked if what we are doing is trauma informed and offered some examples where what we are doing at BIT is not trauma informed where there is a feeling that no one stepped up to make sure that person was protected. HR will ask: do you want us to involve the police? This is not trauma informed. The trauma is how people are responding to their report. The police may not believe it is a police related matter, but the best thing may be for the police to get involved. It may be asking the question, what can we do for you? Our community policing and our BIT shouldn't be just asking "do you want the police involved?" And, we cannot just have the police chief decide if they should be involved. It should be the person harmed who has a choice to involve others.

Chief said we try to meet 1x week for the BIT team. He said that the team will discuss every single case and decide how to handle it. Chief asked: are we missing something? And Katie says yes.

### **Website**

Jacqui reported to the members about the website for this committee. As a part of the goals of this committee is to have a webpage available to campus for feedback. We can put up an example formstack of what it might look like. It is a whole different thing than the report a concern.

### **Future Meetings**

Chris asked if committee members would like to hear from Chief Doreen Jokerst from CU Boulder about ideas she has implemented along with her oversight committee. The members expressed interest and we will invite Chief Jokerst to a future meeting.

Loretta reminded members that there is a Microsoft Teams site and to please check it out and give feedback on the survey before we meet next.

**Next meeting Friday, December 3<sup>rd</sup>, 2021 from 9am-10:30am via Zoom and on-campus with location TBA.**