



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

JASON STAJICH
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April 21, 2021

Mary Gauvain, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revisions to the Universitywide Police Policies and Administrative Procedures

Dear Chair Gauvain,

The Riverside Division discussed the Proposed Revisions to the Universitywide Police Policies and Administrative Procedures, and I transmit the comment memos provided by the divisional Committee on Diversity, Equity, and Inclusion and the Committee on Faculty Welfare .

Additionally, the Executive Council discussed the proposed revision and is vehemently against this proposal.

Finally, I have also attached email messages I have received from individual Riverside faculty and students as well as a letter from the Riverside Faculty Association regarding this proposal.

Sincerely yours,

A handwritten signature in black ink that reads "Jason Stajich".

Jason Stajich
Professor of Microbiology & Plant Pathology and Chair of the Riverside Division

CC: Michael LaBriola, Assistant Director of the Academic Senate
Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

March 9, 2021

To: Jason Stajich, Chair
Riverside Division Academic Senate

From: Xuan Liu, Chair
Committee on Diversity, Equity, & Inclusion

Re: Proposed Revisions to Universitywide Police Policies & Administrative Procedures

The Committee on Diversity, Equity, and Inclusion reviewed Proposed Revisions to the University-wide Police Policies and Administrative Procedures.

The committee notes the entire document is written in a way, in legal language, in order to allow the most possible wiggle room to protect officers. The term “objectively reasonable” is used dozens of times throughout which of course, is up for interpretation and we know, if history is our guide, that the word of the officers and their interpretation of events, and their internal systems of comradely offer them a disproportionate and likely unfair amount of protection in ‘grey areas’.

In addition, the committee was unanimous in its concern over a glossing over of the issue of de-escalation in the document. There is very little discussion on de-escalation techniques. Whenever the term is invoked, there are never examples or specifics involved. We would prefer to see more of an emphasis on specific training for de-escalation.

However, the committee lacks particular expertise in the areas of “use of force”, “body worn cameras”, “response teams”, or “concealed carry weapons” so it would be presumptuous to offer criticism of these policies and procedures.



COMMITTEE ON FACULTY WELFARE

April 5, 2021

To: Jason Stajich
Riverside Division Academic Senate

From: Patricia Morton, Chair
Committee on Faculty Welfare

Re: [Systemwide Review] Proposed Revisions to Policy: Proposed Revisions to the Universitywide Police Policies and Administrative Procedures

The Committee on Faculty Welfare met on March 16, 2020 to consider the Proposed Revisions to Universitywide Police Policies and Administrative Procedures. The committee felt that it is largely outside its expertise to comment on the specific guidelines in certain aspects. However, members questioned the timing of promulgating a systemwide response team (SRT) while UCOP and UC campuses are revisiting policies on campus safety. In specific, it is not clear when the SRT will be called upon, and the policy needs to specify actual circumstances when the SRT would be invoked since it sounds like a SWAT team. CFW suggests that the revised policies be folded into reviews of campus safety already ongoing.

On-campus expertise in policing and the use of force should also become part of the review process. CFW suggested that anyone employed with the University should be able to intervene if the situation on the use of force demands. The committee would like to know whether these documents will be routed to relevant student/faculty of color organizations.

April 21, 2021

Responses received from UC Riverside individual faculty, students, and the Riverside Faculty Association as transmitted to Riverside Division Chair Jason Stajich

Just writing to share the concern raised by the Riverside Faculty Association regarding the proposed systemwide SWAT-style response team. I think adoption of those policies sounds undemocratic and harmful to our campus community and its safety and well-being.

Best,
Ellen Reese
Department of Sociology
UC-Riverside

My name is Kimberly Umazor a current student at the University of California, Riverside and I reject the following: "Use of Force", "Body Worn Audio", the "Systemwide Response Team" policy, and the "Concealed Carry Weapons" policy proposals.

When police officers guard the school entrances and patrol the hallways, students of color internalize the message: you are not allowed here, and the institution where you learn assumes you will participate in disruptive and criminal activity. This causes anxiety and hypervigilance in adolescents, as well as mistrust in the educational institution that is supposed to help them develop. That is completely incompatible with providing a welcoming, healthy learning atmosphere in which students can excel. Perhaps more harmful, the presence of police re-traumatizes many students of color, who have had negative encounters with law enforcement in their neighborhoods and communities.

I urge the University of California system, Academic Senate to recognize that true public safety will reconnect college campuses to their surrounding communities rather than nervously policing their privatized boundaries.

On Body Worn Cameras:

Officers are simultaneously granted extraordinarily wide latitude to exercise "discretionary activation," meaning they are given enough room for subjective interpretation of situations

that they can essentially activate or deactivate their BWC's anytime they feel like it! Further, there is no clear consequence for failure to activate (or unjustifiably deactivating) BWC's, nor is there a clear consequence for losing/erasing the BWC footage itself. For example, "1520. Modification, Alteration, or Deletion" states "No employee shall modify, alter, or delete video or audio once recorded by the BWV camera, except as authorized by Department policy," yet there is no accompanying clarification of consequences if this policy is violated.

Systemwide Response Teams (SRTs)

The "MISSION STATEMENT" of SRTs states,

1602. The mission of the University of California SRT is to maintain a trained team of sworn personnel with the skills and equipment readily available to assist local campuses to:

- (a) Facilitate and protect the Constitutional Rights of all persons;
- (b) Keep the peace and protect life and property;
- (c) Protect lawful activity while identifying and isolating unlawful behavior;
- (d) Provide dignitary protection; and
- (e) Provide training and other assistance when requested and appropriate.

It is a shock to the conscience and ethical sensibility that the UC administration, in the midst of what has been unfolding across the US and the world, is proposing the creation of an ADDITIONAL specialized police force that expands the power and personnel of the existing UCPD. The Systemwide Response Team apparatus seems clearly designed to facilitate multicampus police mobilizations to control and suppress mass demonstrations on and near UC campuses, especially when they involve the presence of the UC Regents and ambassadors of nations that people want to hold accountable for apartheid policies and human rights violations (esp. Israel's treatment of Palestinians).

The objectionable nature of the SRTs is well illustrated in the proposed policy's provision for the assignment of special personnel "to meet operational needs," including "grenadiers." According to the US Army Field Manual, a grenadier is a soldier equipped with an rifle that has a grenade launcher for the purpose of "providing limited high-angle fire over 'dead space'." According to the University of Wisconsin police, "grenadier" refers to an officer who has been trained in the use of Chemical Agents/Munitions and their delivery systems.

Use of Force Policy:

The definitions of 'active resistance' and 'assaultive resistance' are fantastically broad and are open for generous interpretation to justify police force, including deadly force: for example, "bracing, tensed muscles" are seen as "active resistance," and the definition of "extreme agitation" could literally describe me when i am attending one of my son's high school baseball games! (p. 30) Similarly, the definition of "non-compliance" includes "physical gestures, stances, and observable mannerisms."

Thus, the Use of Force policy remains almost entirely determined and justified by the subjective perceptions of police officers themselves: for example, Sec. 803 states "reasonableness of force will be judged from the perspective of an objectively reasonable officer in the same situation, based on the circumstances *perceived* by the officer at the time." (p. 31)

The Gold Book needs to be completely rethought, as does the very presence and existence of the UCPD.

Dylan Rodríguez
2020 Freedom Scholar
President, American Studies Association (2020-2021)
Professor, Dept. of Media and Cultural Studies
University of California, Riverside
Riverside, CA 92521

Dear Jason,

I would like to urge the Academic Senate to emphatically reject this effort to strengthen anti-riot UC campus police, especially their arming and the creation of a special unit that can be called on to violently suppress protests across the UCs. At this time, campus communities are discussing alternative options for justice in a climate that is largely favorable to peaceful solutions and even contemplating the total defunding of campus police.

I am concerned about the way that these provisions are tucked into the middle of a lengthy document and I believe this matter warrants much more public and broader discussion (an Academic Senate meeting among other forums) and the proposal itself needs to be rejected at this time.

Thank you,
Freya

Freya Schiwy, Ph.D. (she, her)
Professor
Media and Cultural Studies Department
Collaborating Faculty, Hispanic Studies Department
University of California, Riverside

Editor, Journal of Latin American Cultural Studies
<https://www.tandfonline.com/toc/cjla20/current>
<http://jlacs-travesia.online/en/>
Comité Internacional Aisthesis. Revista Chilena de Investigaciones Estéticas
<http://ojs.uc.cl/index.php/RAIT/index>
Comité Científico Signo y Pensamiento
<https://revistas.javeriana.edu.co/index.php/index>
Comité Científico Revista FAIA Filosofía Afro-Indo-Abiyalense

Dr. Stajich:

As a Black woman who is also Senate faculty, and whose students are in large part people of colour, I'm beyond alarmed at the proposed changes to system-wide police policies. The most disturbing and insidious of these proposed policies is the creation of a "Systemwide Response Team" made up of UCPD officers from all campuses: a tactical team with specialized equipment and weaponry intended to suppress demonstrations and other forms of civil action. The rationale for its creation and its deployment is not clearly described in the proposal, which opens the question of why it is being formed at all and at this time.

Yesterday I finished teaching my class and when I signed off Zoom, it was to texts and emails from Black colleagues, friends and family from all over the world who've been watching the Derek Chauvin trial. I spent most of the rest of the day in tears; a complicated relief at the jury findings in a precedent-setting case that does nothing to address the reform that needs to happen. I did so while doing my best to continue the work of teaching, research and service that the university requires of me. This morning I learned that on the same day that a jury was finding Derek Chauvin guilty of the murder of George Floyd, a Columbus police officer shot and killed a young Black girl in what appears to be another uncalled-for use of deadly force. There were probably more; she just happened to make the news. The creation of a new SWAT-style police force, the establishment of policies that endorse the use of force with specialized equipment by UC police are utterly unacceptable reinforcements of police departments' long record of gendered racist and antiblack violence and harassment. There is no question that systemic, frequently deadly hostility and violence are enacted daily by police forces across this country upon communities to which the greater proportion of our students, faculty and staff belong. We are being hunted and killed out here. My university, my place of employment, my place of intellectual discovery and discourse should not be the place that is perpetuating the violence, fear and trauma.

None of these policies should be enacted while the University undergoes a review and transformation of campus safety and security, including symposia organized by the UC Office of the President, and while UC faculty, students and staff participate in a growing, national movement to transform campus and public safety. I submit to you that that is the appropriate direction for us to be taking our policies. Not this. Not this.

I call on these policies to be withdrawn immediately.

Sincerely,

Nalo Hopkinson
Department of Creative Writing

Dear Jason,

I'm writing to express dismay at the new policing policies outlined in the communication to campuses. The measure creating SRTs (Systemwide Response Teams) is especially terrifying. Nothing in this proposal should be going forward in the current climate.

Every line of this document was obviously written by cops seeking to seize more power. Even the repeated insistence that video camera footage is not evidence in and of itself is suspect, given what *just happened yesterday* when a cop was finally brought to justice for executing a Black civilian on the strength of incontrovertible video evidence.

The document repeats like a mantra that "The University is committed to officer safety and public safety." Notice the way these two things are conceived separately, with officer safety coming first. We need to abolish the UCPD now, on every campus.

Thanks for collecting our input.

All the best,
Susan

Susan Zieger she/her/hers
Professor of English
University of California, Riverside

Good morning Jason,

I would like to submit a comment indicating my strong concern for the formation of a Systemwide response team at the UCs. I do not believe that formation of a "response team" like this is inline with the changing views on and policies towards policing on our campus' - changes that so many faculty and students support. These proposed changes seem to me like the wrong path... I oppose them, particularly when there is no clear guidelines for their creation or future use.

Jaimie Van Norman

*Jaimie M. Van Norman, Ph.D. ▪ Assistant Professor ▪ Center for Plant Cell Biology ▪
Department of Botany & Plant Sciences ▪ University of California, Riverside ▪ 4202A
Genomics ▪ Lab: (951) 827-2133, Office: (951) 827-2134 ▪ FAX: (951) 827-5155*

Dear Dr. Stajich

I am writing you to provide comments on the upcoming proposal of the addition of a SRT team to the UC Police. I am firmly opposed to this and believe that the UC leadership has not thought through the ramifications of such an action. Research has demonstrated that there is a link between the militarization of police and increased killings by police (Delehanty C, Mewhirter J, Welch R, Wilks J. Militarization and police violence: The case of the 1033 program. *Research & Politics*. April 2017. doi:[10.1177/2053168017712885](https://doi.org/10.1177/2053168017712885)). Many of the UCs are minority serving institutions and police disproportionately kill minorities. This militarization of the UC police is antithetical to the mission of the UC. As a veteran of the US Army Infantry, I have experience with many of the tactics and weapons employed by SRT(SWAT), these have no place on campus and will only make our campus more dangerous for the students we are supposed to serve.

Cheers,
Marko

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Dear Jason,

What follows below are my direct comments to the Proposed revisions to the UCPD policies currently under review by the Academic Senate.

Thank you,

Keith Miyake

Assistant Professor
Department of Ethnic Studies
University of California, Riverside
<https://keithmiyake.info>

Chapter 15: Body Worn Audio/Video Systems

I strongly oppose the implementation of body cameras by UCPD. Equipping UCPD officers with cameras will require additional funding out of the UC budget. Body

cameras do not increase individuals' safety since they don't do anything to change policing policies, and they reinforce the notion that as long as police "follow the rules" that they increase safety. Police do not increase safety, and body cameras do not change that. Officers can also turn off their cameras, "forget" to turn them on, or sabotage them so that they do not function as intended, cumulatively limiting their usefulness in holding officers accountable for their actions. Even when footage is available from incidents of "bad" policing, that footage rarely provides any real community accountability or sense of safety. Furthermore, body cameras increase the ways in which police are able to surveil people and potentially criminalize people who pose no threats to public safety.

From <https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2020/01/14/body-cameras-may-not-be-the-easy-answer-everyone-was-looking-for>:

"Although both officers and the public generally support body-worn cameras, or BWCs, the impacts may have been overestimated, according to a study published in March by George Mason University's Center for Evidence-Based Crime Policy. The study, which looked at 70 other body-worn camera studies published through June 2018, found the cameras have not had statistically significant effects on most measures of officer and citizen behavior or citizens' views of police.

The authors noted that studies have found mixed results on body cameras leading to reductions in use of force by police — one of the primary reasons supporters pushed for the cameras. Five studies and experiments showed that officers wearing cameras used force less often than officers not wearing cameras, but eight others showed no statistically significant difference in use of force.

The George Mason study also described an unanticipated result of the cameras: Officers increasingly value them as a tool for evidence collection and protection.

"Officers and citizens both seem to believe that BWCs can protect them from each other," the study said."

Chapter 16: Systemwide Response Team

I strongly oppose the implementation of a Systemwide Response Team (SRT). The proposed SRT would increase the UCPD budget and personnel while not increasing community safety, but rather, creating new threats of militarized force and violence against UC and surrounding community members. It represents a significant increase in the militarization of UCPD that further shifts its focus away from its purported role in community safety to fascist means of coercion. The SRT is tasked with (1605.2) use of force, crowd management, intervention strategies, arrest techniques, and use of authorized equipment and tools. All of these duties can be used to intimidate, coerce, terrorize, criminalize, and quell public gatherings, protests, and other expressions of dissent. The equipment and weapons issued to the SRT by no means increase community safety or serve to ensure the safety of protestors, but rather are designed to harm and escalate violence through means such as chemical agents, high-energy projectiles, LRAD, and "specialized equipment for defeating protestor devices." The

objective is not to facilitate peaceful protest but to protect private property through coercive means. It is unconscionable that the UCPD would implement such a heavily militarized and imminently violent terror squad, particularly when the potential targets of such violence are the very students whose safety the UC system is designed to protect. Furthermore, amidst systemwide and nationwide calls to reduce the scale and budgets or eliminate altogether policing forces, the implementation of an SRT is a completely egregious act that emphasizes the fact that the UCPD, UCOP, and the UC Regents stand in direct opposition to, and don't believe in the messages of, the proliferating movements underscoring that Black life matters.

Chapter 17: Retired Officers—Carry Concealed Weapons

I strongly oppose the terms of the Carry Concealed Weapons policy for retired UCPD officers. There is no reasonable justification for a retired, let alone active, UCPD officer to bring lethal weapons onto a UC campus so long as weapons are otherwise banned on campus for the general population. Such a policy in no way contributes to the safety of the campus community. It only introduces new opportunities for the accidental discharge of guns, and the unwarranted use of excessive force. No safety officers, let alone retired ones, should be using or carrying potentially lethal weapons on campus since all situations of imminent danger can be handled without the use of lethal force.

Chapter 8: Use of Force

I strongly oppose all use of force by UCPD. Officers are expected to use their best judgment as to when and how much use of force to apply, but officers are not judges, juries, or even prosecutors well versed in the laws they are supposed to enforce. An invitation to use force based on an officer's individual judgment is an invitation for murder, especially for Black, Indigenous, and other people of color most frequently criminalized and feared by police officers. Moreover, many of the laws they attempt to enforce are inherently designed to be racist and classist, so enforcing them with potentially lethal force only exacerbates the notion that the lives of those most heavily policed populations don't matter in the eyes of the law. New tactics and authorizations of use of force do not make communities safer, they only increase the ways through which people can be harmed by police.

Dear Senate Chair Stajich:

As faculty at UCR, I would like to offer comments regarding the potential development of a UC "systemwide response team." Especially in light of all that is happening-- across the UCs and this country-- I am utterly disappointed and alarmed (to say the least) by this suggestion.

Given the ample feedback, criticisms, and well-documented experiences that highlight how police and security forces amplify rather than quell violence, it is imperative that UCR and the UC system as a whole divest from carceral surveillance and policing. We

must listen to and join growing calls to seriously reflect on how the systemic reliance on policing and related methods reproduce harm and precarity, especially for students of color. This is also an invaluable opportunity for UCR to collectively pause, then enact-- through imaginative and transformative means-- a present *and* future anchored in racial justice, genuine safety, and true healing. Simply put: investing more energy, resources, and money into policing and carceral security **will not keep us safe.**

Thank you for reading and considering my comment.

Sincerely,

Crystal Mun-hye Baik/백문혜

crystal.baik@ucr.edu

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Crystal Mun-hye Baik 백문혜

Associate Professor, Department of Gender & Sexuality Studies (GSST)

University of California, Riverside

Author of [Reencounters: On the Korean War and Diasporic Memory Critique](#) (Temple University Press, 2019)

Pronouns: She | Her | Hers

Dear Jason,

I'm writing to express that portions of the proposal for University-wide Policing policies have extreme measures that are not designed for the welfare of people on campus. In particular, it would be necessary to include in the proposal justifications for all of the proposed actions especially by pointing out:

1. Which riot on our campus has led students and faculty to request these measures? How many faculty and students were included in the design of these proposed actions? Have these changes been demonstrated to keep our students feeling safe?
2. Can there be an entire campus-wide discussion on these proposed changes before they are enacted considering some of the negative experiences our students have experienced with the police on UCR's campus (e.g. see transformative justice discussions that have been held on campus). Furthermore, all of these changes require spending part of a budget that we are being constantly told is extremely slim. Have there been any proposals toward alternative and transformative justice measures that are preventative rather than policing?

Thank you for your time and consideration.

sam

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Sam Ying (ze/zir/any)
Assistant Professor

The Dirty Group
Soil Biogeochemistry@UCR
ucrsoils.weebly.com
University of California, Riverside

Dear Senate Chair Stajich,

In reviewing the [proposed revisions to the “Gold Book](#), I note with utter dismay the proposal of the formation of a roving UC “systemwide response team” composed of “commanders” who would be issued equipment listed on pages 20-21.

As far as I can tell, such a team would be trained and deployed primarily to intimidate individual and collective members of our university community; instigate and/or escalate violence; and continue to militarize spaces of learning and teaching in ways that recreate and potentially intensify rather than depart from the University of California’s documented history of the brutal punishment of university members—particularly but not limited to students of color—engaged in actions and movements that in turn make up a long history of struggles for desegregation, anti-apartheid, and abolitionism here in California, nationwide and internationally.

I note that several of these struggles and movements for justice by often the most vulnerable of our university community have been vindicated many years after administration-backed UC police attempted to contain and destroy these collectivities, most prominently, the struggle on UC campuses in the 1980s for solidarity with the anti-apartheid movement in South Africa. I hardly can imagine that UC administration and faculty who were around in the 1980s would confess today to their abiding opposition to their students’ call for anti-apartheid solidarity in South Africa and for the recognition of concurrent apartheid conditions here in the United States. Years from now, I imagine that the same will be said of UC administration and faculty today who oppose their students’ call for anti-apartheid solidarity with the Movement for Black Lives and with Palestinians.

But I hope that both you and I will heed our students’ call for solidarity today, rather than prepare to tell a future lie that we did indeed stand on the side of justice.

Thank you for considering my comment, and I look forward to hearing your response.

Respectfully yours,
Sarita Echavez See

Sarita See
Professor of Media and Cultural Studies

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Dear Dr. Stajich,

My name is Jared Huxley and I'm a 4th year PhD candidate in Marko Spasojevic's lab. I just received a very troubling email from Dr. Helen Regan of the Riverside Faculty Association outlining proposed changes to University-wide Police Policies and Administrative Procedures. I can't express strongly enough how opposed I am to these proposed changes, particularly the plan to form a UC system wide SWAT team and to allow retired UC police to carry concealed firearms. Police departments use lethal force and the threat of lethal force to terrorize communities (particularly Black communities) throughout this country. How can the UC possibly propose these changes while claiming to be committed to the safety of it's students? We got a taste of what the UC will do with specialized police personnel last year, when Santa Cruz UCPD collaborated with the National Guard and FBI to [intimidate and spy](#) on graduate students striking for a living wage. I would appreciate it if you could relay this comment to the Academic Senate before the close of the comment period.

Thank you,
Jared

Dear Prof. Stajich,

I am upset that the campus is considering a change to our policing policies that would put our community in danger and violate our most deeply held principles. The proposed Systemwide Response Team seems to be composed in a way to guarantee violence against (and possibly murder of) our most vulnerable students. I hope that the Academic Senate strongly condemns this proposed change in particular, and in general the use of military tactics to assault our community.

Sincerely,
Joseph Genreux

Joseph Genreux, PhD (he/him)
Assistant Professor in Chemistry
320 Chemical Sciences Building

501 Big Springs Road
University of California at Riverside
Riverside, CA 92521
E-mail: josephg@ucr.edu
Tel: (951) 827-3759

Dear Jason,

Hope this message finds you well! I'm writing in strong opposition to the proposed UC systemwide changes to Police Policies and Administrative Procedures. It's really disturbing and disheartening and, frankly obscene, that, in the wake of the murders of Breanna Taylor, George Floyd, Ma'khia Bryant (a child who was killed just yesterday, the same day a verdict was released in the trial for the murder of George Floyd), Adam Toledo and many other unarmed BIPOC people by the police; calls for police defunding and removal from our campuses; increased lethal hate crimes against Asian Americans; and protests in support of Black Lives Matter, the UC system is choosing to take heightened steps to curtail demonstrations and free speech on our campuses.

I concur with the Riverside Faculty Association's statement that "the creation of a new SWAT-style police force, the establishment of policies that endorse the use of force with specialized equipment by UC police are utterly unacceptable reinforcements of police departments' long record of gendered racist and antiblack violence and harassment." These new proposals should be rejected immediately.

During the fee hikes several years ago, I witnessed first hand the shameful ways in which police were mobilized on our campus and other UC campuses to violently suppress students demonstrating against fee increases that would severely decrease their ability to attend and pay for their education. There were snipers posted on the roofs of buildings on campus and armed police in full SWAT-team gear and students, faculty and staff felt very unsafe. It was a response that was absolutely at odds with the non-violent concerns of our students. The UC system was severely criticized for this and other responses to peaceful student demonstrations (I recall the appalling image of police pepper spraying unarmed UCI seated students in the face during an Occupy Movement event), so the renewed proposal to further step up policing and surveillance on our campus is incredibly worrisome.

In particular, the proposal to include and step up the use of potentially deadly "kinetic energy projectiles" and "chemical agents" against students; "specialized equipment for defeating protestor devices"; and a systemwide response team is absolutely unacceptable. The student, faculty and staff-organized anti-policing, transformative justice, and anti-racist organizations and symposia on our

Given that this comment is due today, my specific comments will focus on the proposed creation of the "Systemwide Response Team" (SRT).

The creation of the SRT is the most obvious form of UC police empowerment. Moreover, it seems clear that its main purpose will be to suppress on-campus organizing efforts and demonstrations, peaceful and otherwise. I write this for many reasons, but two are obvious to me:

(1) This is what police do across the country. We've seen this at essentially every large Black Lives Matter protest over the last many years, but this function of the police goes back generations. See, also, the UC police suppression of the peaceful union organization efforts at UC Santa Cruz. To assume that this won't be the purpose, e.g. to protect property and not protestors, would be to ignore all historical evidence.

(2) The logistics are clear. As stated in the proposal, the SRT will be comprised of police officers from across the UC system, which is significantly geographically spreadout. As such, the ability for the SRT to react to an unforeseen event will necessarily involve a significant time delay.

What they will be able to do in a timely fashion, however, is preemptively gather on a campus to meet publicly planned peaceful organizing efforts. And be authorized to do so with violence.

Indeed, per the proposal, they can (and will) be explicitly authorized to use force to protect property (1602b). This includes using bullets and chemical weapons (1602.2 a1, a2), and potentially other weapons, as the document provides flexibility here.

We have already seen, on various UC campuses, the use of police violence to suppress peaceful organizing efforts, such as the graduate student union organizing efforts on UC Santa Cruz, mentioned above.

It seems clear to me that the creation of the SRT would institutionalize a special force to suppress such efforts---with violence---on a system wide basis.

Personally, I find this horrific. As a faculty member, I want nothing to do with this entire proposal, especially the SRT. If the SRT is created and deployed to UCR's campus, I and many of my colleagues will rightfully view them as a violent invading force.

Please, abandon this entire proposal.

Hello, Jason.

I write to you today to provide my comments regarding the quite terrifying new proposal for a systemwide response team at the UCs that would entail lethal weapons and tactics

on our campus. There is, quite simply, no reason for an armed police force on campus. Any excuses that include UCR's location as a justification for violence is misplaced, to put it mildly. As the extremely popular Netflix documentary WHY DID YOU KILL ME? makes clear, policing in Riverside is already extremely hostile to the community. To have a SWAT-like campus police force would exacerbate the danger experienced by everyone in the community. University of Minnesota campus police [were called upon to suppress the justified outrage](#) that followed the killing of Daunte Wright during a traffic stop, in the midst of the Derek Chauvin trial. Officers physically assaulted members of the community in order to protect private property—specifically, the police precinct. Moreover, as I write, [a child lies dead because the police she called to protect her instead shot her without warning](#).

Regarding the specifics of the proposal:

The term “less lethal” should appease no one. Daunte Wright was shot to death by a veteran officer who somehow managed to mistake her firearm for a taser gun. Tear gas has been outlawed [by the Geneva Convention since 1928](#). The NIH has concluded that pepper spray—such as that used by a UC Davis officer on a student in 2011—[can cause permanent eye damage](#).

Body-cams do not stop violent escalations by police. The video of 13 year old Chicago boy Adam Toledo remains contest, even though he is seen empty handed in the final frames before being shot to death. Body-cams were on and did not save Philando Castile, Daunte Wright, Sandra Bland, Eric Garner, or Alton Sterling.

The expansion of a concealed carry clause in the midst of not only police murders, but also an investigation of the January 6th attack on the capital that included members of the military and law enforcement is simply absurd and offensive.

Dr. Courtney R. Baker
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Riverside, CA 92521
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Author of [Humane Insight: Looking at Images of African American Suffering and Death \(Illinois, 2015\)](#)

Co-editor of [Cultures of Resistance series at University of South Carolina Press](#)

We at UCR would like to respectfully acknowledge and recognize our responsibility to the original and current caretakers of this land, water, and air: the Cahuilla, Tongva, Luiseño, and Serrano peoples and all of their ancestors and descendants, past, present, and future. Today this meeting place is home to many Indigenous peoples from

all over the world, including UCR faculty, students, and staff, and we are grateful to have the opportunity to live and work on these homelands.

Dear Jason,

I want to echo the opinion of many of my colleagues. I trust that you as the Chair of our Academic Senate will communicate to UCOP in the strongest terms possible that faculty are alarmed by and oppose the new proposed UC policies on policing.

Police violence against Black, Brown, Indigenous, undocumented, and gender non-conforming communities is an epidemic in this nation and we call for the defunding and eventual elimination of UCPD, not greater investments.

I would like to ask that the Academic Senate hold a meeting on this issue at its next division meeting.

Best,

Setsu

~~~~~

Setsu Shigematsu

Associate Professor, Department of Media and Cultural Studies

University of California, Riverside

Riverside, CA 92521

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[Scream from the Shadows: the Women's Liberation Movement in Japan](#)  
[Militarized Currents: Towards a Decolonized Asia and the Pacific](#)

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Dear Jason,

It was with great alarm that I was alerted this morning to the proposed University Wide Police Policies and Administrative Procedures and I hasten to add my comments.

At a time when many of us are calling for an in-depth review of the police presence on campus and whether it could be replaced by support services that would aid rather than police our community, this clear extension and consolidation of police powers across the UC system is, to say the least, disturbingly retrograde. Having witnessed in my long experience as a faculty member in the UC system the egregious unleashing of police violence on uniformly nonviolent protesters on numerous occasions, from the anti-apartheid divestment sit-ins at Berkeley, to the pepper-spray incident at UC Davis, to the budget protests of the past decade, I am all too aware of the excesses our own police forces have indulged in on every occasion, ironically against students and faculty whose “crime” was to demand justice for oppressed peoples. Our former Senate Chair, Dylan Rodriguez, has written eloquently about the ways in which police actions on campus affect students of color to an especially high degree and particularly impact our own diverse community—as very recent memory attests. The kind of bitter lesson in

state violence that UC police have given over the years is surely not the best way to train our students in the pursuit of justice, ethical conduct or nonviolence.

I am particularly alarmed by the section that addresses the UC proposal for a Systemwide Response Team to contain on-campus protests and to be deployed system-wide. We know what that would mean for UCR from past experience during the fee-hike protests. The SRT is to be equipped with the following:

Deployment of SRT equipment includes, but is not limited to:

(a) Weapons:

(1) Kinetic energy projectiles; (2) Chemical agents.

(b) Non-Weapons:

(1) Backpack with first aid equipment;

(2) Arrest kits;

(3) Specialized equipment for defeating protestor devices; (4) Bullhorns/LRAD;

(5) Gloves.

Re a.1: [Kinetic energy projectiles](#) Recent police actions against BLM protests using the euphemistically named “foam rounds” or “rubber bullets” highlighted the fact that these are steel projectiles covered in foam or rubber that inflict serious injury and are frequently abused by direct fire at the upper body. Even when used according to policy, they can inflict serious physical harm and traumatic distress. Having spent formative years in Belfast during the Troubles, I am all too aware of the damage they can inflict, up to lethal outcomes.

The coming decade is one in which it is easy to predict that there will be many issues about which our faculty, staff and students will have justifiable reason to protest—from continuing police violence itself to UC’s investment in carbon energy, to solidarity with Indigenous peoples and with the Palestinians, to white supremacy’s increasingly militant targeting of BIPOC people. The UC cannot respond by inflicting yet more police interventions, crowd controls, arrests and “kinetic projectiles” upon us.

At a moment like this, the day after Derek Chauvin was convicted of 2nd degree murder of George Floyd even as yet another 16-year old Black child, Ma’Khia Bryant, was murdered by police in Ohio, this is hardly the moment for the UC system to be ramping up police powers throughout the system, and UCR above all should protest this with the utmost force.

Thank you for your time and attention to this matter.

David

David Lloyd  
Distinguished Professor and Chair  
Department of English  
University of California  
Riverside  
Riverside, CA 92521  
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Beckett's Thing: Painting and Theatre

<https://edinburghuniversitypress.com/book-beckett-039-s-thing-hb.html>

Under Representation: The Racial Regime of Aesthetics

<https://www.fordhampress.com/9780823282371/under-representation/>

Editor: Alfred Arteaga, Xicanuicatl: Collected Poems

<https://www.hfsbooks.com/books/xicanuicatl-arteaga-lloyd-moraga/>

<https://www.amazon.com/-/e/B001H6NHJC>

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Dear Dr. Stajich,

Below are my comments, which I share with many other campus community members, on the proposed police policies.

Sincerely,  
Mark Minch-de Leon

Chapter 15: Body Worn Audio/Video Systems

I strongly oppose the implementation of body cameras by UCPD. Equipping UCPD officers with cameras will require additional funding out of the UC budget. Body cameras do not increase individuals' safety since they don't do anything to change policing policies, and they reinforce the notion that as long as police "follow the rules" that they increase safety. Police do not increase safety, and body cameras do not change that. Officers can also turn off their cameras, "forget" to turn them on, or sabotage them so that they do not function as intended, cumulatively limiting their usefulness in holding officers accountable for their actions. Even when footage is available from incidents of "bad" policing, that footage rarely provides any real community accountability or sense of safety. Furthermore, body cameras increase the ways in which police are able to surveil people and potentially criminalize people who pose no threats to public safety.

Chapter 16: Systemwide Response Team

I strongly oppose the implementation of a Systemwide Response Team (SRT). The proposed SRT would increase the UCPD budget and personnel while not increasing community safety, but rather, creating new threats of militarized force and violence against UC and surrounding community members. It represents a significant increase in the militarization of UCPD that further shifts its focus away from its purported role in community safety to fascist means of coercion. The SRT is tasked with (1605.2) use of force, crowd management, intervention strategies, arrest techniques, and use of authorized equipment and tools. All of these duties can be used to intimidate, coerce, terrorize, criminalize, and quell public gatherings, protests, and other expressions of dissent. The equipment and weapons issued to the SRT by no means increase community safety or serve to ensure the safety of protestors, but rather are designed to harm and escalate violence through means such as chemical agents, high-energy projectiles, LRAD, and “specialized equipment for defeating protestor devices.” The objective is not to facilitate peaceful protest but to protect private property through coercive means. It is unconscionable that the UCPD would implement such a heavily militarized and imminently violent terror squad, particularly when the potential targets of such violence are the very students whose safety the UC system is designed to protect. Furthermore, amidst systemwide and nationwide calls to reduce the scale and budgets or eliminate altogether policing forces, the implementation of an SRT is a completely egregious act that emphasizes the fact that the UCPD, UCOP, and the UC Regents stand in direct opposition to, and don’t believe in the messages of, the proliferating movements underscoring that Black life matters.

#### Chapter 17: Retired Officers—Carry Concealed Weapons

I strongly oppose the terms of the Carry Concealed Weapons policy for retired UCPD officers. There is no reasonable justification for any, let alone retired, UCPD officer to bring lethal weapons onto a UC campus so long as weapons are otherwise banned on campus for the general population. Such a policy in no way contributes to the safety of the campus community. It only introduces new opportunities for the accidental discharge of guns, and the unwarranted use of excessive force. No safety officers, let alone retired ones, should be using or carrying potentially lethal weapons on campus since all situations of imminent danger can be handled without the use of lethal force.

#### Chapter 8: Use of Force

I strongly oppose all use of force by UCPD. Officers are expected to use their best judgment as to when and how much use of force to apply, but officers are not judges, juries, or even prosecutors well versed in the laws they are supposed to enforce. An invitation to use force based on an officer’s individual judgment is an invitation for murder, especially for Black, Indigenous, and other people of color most frequently criminalized and feared by police officers. Moreover, many of the laws they attempt to enforce are inherently designed to be racist and classist, so enforcing them with potentially lethal force only exacerbates the notion that the lives of those most heavily policed populations don’t matter in the eyes of the law. New tactics and authorizations

of use of force do not make communities safer, they only increase the ways through which people can be harmed by police.

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Assistant Professor of Indigenous Studies  
Department of English  
University of California, Riverside

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Hi Jason,

I am emailing to echo my alignment of support with the Riverside Faculty Association response against implementing these new policies. I strongly oppose such policies as creating a "Systemwide Response Team" comprised of UCPD officers among other disturbing pro-police, pro-violence policies.

UCR has an opportunity to push for activism and change on this issue. These current propositions do not do so.

Thank you.  
Best,  
Annika

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Dear Jason,

I write to reject any and all proposals to increase the UC police force, its budget, and presence on UC campuses. I vehemently oppose the proposal to create a SWAT-style Systemwide Response Team (SRT). In these times, the very idea of creating a quasi militaristic unit is absurd. It would almost certainly be perilous to UC students, faculty and staff in both body and spirit. I still have images in my mind of the pepper spray atrocity at UC Davis and the rubber bullets used against UCR students. A SWAT-style UC force will institutionalize and sanctify coercive violence. NO MORE!

Thank you,  
Jason

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Jason Weems (he/they), Chair  
History of Art Department  
University of California  
Riverside, California 92521-0319

tele: 951 827 5922

[www.arthistory.ucr.edu](http://www.arthistory.ucr.edu)

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Dear Jason,

It has recently come to my attention that a number of policies related to policing in the UC system are currently under review by the Academic Senate, including the development of a concerning "Systemwide Response Team" to "respond to crowd management situations".

The presence of these proposed changes to (and in some cases apparent increases in) police powers seems at odds with current efforts to re-examine what, if any, role the police have within the UC system.

I would ask that the faculty senate to strongly consider this broader debate when reviewing these proposals.

Many thanks,

Natalie

--

Dr Natalie Holt  
Assistant Professor  
Evolution, Ecology, and Organismal Biology  
University of California  
Riverside, CA 92521  
USA  
Office #: 3352 Spieth Hall  
she/her or they/them

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Dear Academic Senate Chair,

I'm an international Ph.D. candidate and I write to express how strongly I oppose the following policy changes which will not make UC campuses any safer for students and will only result in harm, trauma, and possibly death for those subject to such violence.

Chapter 15: Body Worn Audio/Video Systems

I strongly oppose the implementation of body cameras by UCPD. Equipping UCPD officers with cameras will require additional funding out of the UC budget. Body cameras do not increase individuals' safety since they don't do anything to change policing policies, and they reinforce the notion that as long as police "follow the rules"

that they increase safety. Police do not increase safety, and body cameras do not change that. Officers can also turn off their cameras, “forget” to turn them on, or sabotage them so that they do not function as intended, cumulatively limiting their usefulness in holding officers accountable for their actions. Even when footage is available from incidents of “bad” policing, that footage rarely provides any real community accountability or sense of safety. Furthermore, body cameras increase the ways in which police are able to surveil people and potentially criminalize people who pose no threats to public safety.

#### Chapter 16: Systemwide Response Team

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#### Chapter 17: Retired Officers—Carry Concealed Weapons

I strongly oppose the terms of the Carry Concealed Weapons policy for retired UCPD officers. There is no reasonable justification for a retired, let alone active, UCPD officer to bring lethal weapons onto a UC campus so long as weapons are otherwise banned on campus for the general population. Such a policy in no way contributes to the safety of the campus community. It only introduces new opportunities for the accidental discharge of guns, and the unwarranted use of excessive force. No safety officers, let alone retired ones, should be using or carrying potentially lethal weapons on campus since all situations of imminent danger can be handled without the use of lethal force.

#### Chapter 8: Use of Force

I strongly oppose all use of force by UCPD. Officers are expected to use their best judgment as to when and how much use of force to apply, but officers are not judges,

juries, or even prosecutors well versed in the laws they are supposed to enforce. An invitation to use force based on an officer's individual judgment is an invitation for murder, especially for Black, Indigenous, and other people of color most frequently criminalized and feared by police officers. Moreover, many of the laws they attempt to enforce are inherently designed to be racist and classist, so enforcing them with potentially lethal force only exacerbates the notion that the lives of those most heavily policed populations don't matter in the eyes of the law. New tactics and authorizations of use of force do not make communities safer, they only increase the ways through which people can be harmed by police.

I urge you to strongly oppose these policy changes on account of the documented evidence of how use of force impacts students and communities on and off campus.

Soraya Zarook, MA  
 Ph.D. Candidate and Instructor  
 Department of English  
 University of California, Riverside  
 Pronouns: she/her  
 Research Coordinator, [Women's Rights After War Project](#)  
 Collective Member, [SWANA Region Radio](#)

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Dear Jason,

I'm writing to weigh in on the proposed changes to the University-wide Police Policies and Administrative Procedures. I am STRONGLY opposed to several of the proposed policies.

Regarding Chapter 15: Body Worn Audio/Video Systems, I strongly oppose the implementation of body cameras by UCPD, which would require additional funding **that the current UCR budget cannot support**. Body cameras have not been proven to be effective, and this is an expense we can not afford.

Regarding Chapter 16: Systemwide Response Team, I strongly oppose the implementation of a Systemwide Response Team (SRT), which would **not only require funds that the UCR budget cannot support** but would also **create new threats of militarized violence against the UCR and surrounding community**.

Regarding Chapter 17: Retired Officers—Carry Concealed Weapons, I strongly oppose the terms of the Carry Concealed Weapons policy for retired UCPD officers, which **threatens rather than protects the safety** of the UCR community.

Many thanks,  
 Anthea

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Anthea Kraut, PhD (she/her/hers)  
Professor and Graduate Advisor  
Department of Dance  
University of California, Riverside

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Dear Mr. Stajich,

I hope you feel safe and are doing well. Unfortunately that feeling of safety and security you feel isn't the feeling students of color on UC campus will feel if UC policing efforts increase. Before you make any decision to further this request please consider the current stances concerning people of color and policing. After considering that, think about the diversity within the UC system and how students would feel on campus with officers everywhere. The UC system and campuses are supposed to be safe areas for students to receive a high quality education, but they can not expect to feel safe with the same people who attack them are roaming around campus claiming to make them feel "safe." We have students of color situated on every UC campus and it's disappointing to not see the UC board consider their sentiments towards this decision. In addition students of color in all UC systems have faced some sort of racial issues with their UCPD, once again I can not stress how harmful your decision will be to the student population. If the UC administration/board truly wants to do what's right and "protect" students, then please retract this motion.

Best,

A Student from the University of California, Riverside

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Dear Jason,

I'm writing because I am very concerned about the adoption of these policies. In particular, the use of our budget for increasing anti-rioter equipment is alarming. I respectfully request providing more information about these plans to students and faculty so that informed decisions can be made.

Thank you for your time,

-Pete

Peter M. Homyak, Ph.D. (he/him)  
Assistant Professor of  
Ecosystem and Soil Microbial Processes  
Associate Editor: [Elementa](#)  
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Dear Professor Jason Stajich,

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These policies threaten public safety, and I urge you to oppose them. Thank you for your consideration.

Sincerely,

Nolan Goetzinger  
PhD Student  
UCR English Department

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Dear Jason,

Thank you for fielding comments on the Proposed Revisions to Universitywide Police Policies and Administrative Procedures (the "Gold Book"). I am mortified at the thought of an armed task force with the carte blanche implied by this document.

The shadiness of this enterprise naturally produces leaky policy. Attached please find some notes.

Tim Labor  
Professor

College of Humanities, Arts and Social Sciences,  
UC Riverside

## **Proposed Revisions to Universitywide Police Policies (Gold Book)**

Comments by Tim Labor ([timlabor@ucr.edu](mailto:timlabor@ucr.edu)) 4/21/2021

### **811. Deadly Force Applications**

“An officer may only use the level of force that they reasonably believe is proportional to the seriousness of the suspected offense...”

Officers should not use force on suspected offenses. Word “suspected” should be removed. See other comments about lack of differentiation regarding “investigation” and “enforcement.”

### **844. Complaints regarding use of force**

Personnel Complaints chapter number is missing. Section on Personnel Complaints is missing. Section 1311 from the 2011 original has been omitted and not replaced. Where’s the stick?

### **1501 Body Worn Audio/Video Systems**

“The University has equipped its police departments with body worn audio-visual cameras (“BWV’s”, “devices” or “cameras”) for use as part of the officer’s uniform for the recording of field activity in the course of official police duties.”

“for use as part of the officer’s uniform” should read “for use as part of \*every\* officer’s uniform.”

If multiple recorders are available for any incident, recordings can be compared, and the fraud inherent in this system is minimized.

“Persons reviewing recordings must be cautious before conclusions are reached about what the video shows, or when evaluating the appropriateness of an officer’s actions in a particular situation. Evaluating an officer’s actions must take into account a variety of factors and other circumstances.”

Sentence is completely unnecessary. Either put some policy here or leave it out.

### **1510. Documentation of Recordings**

“If an officer does not activate the BWV prior to initiating an enforcement or investigative contact, fails to record the entire contact, or interrupts the recording for any reason, the officer shall notify their supervisor of the reason(s) and document the reason in the appropriate report.”

“Supervisors” should be the Chief of Police (as in 1521). If not, please specify how the Chief of Police will be responsible and timely in dealing with fraud on the part of supervisors. Perhaps “Office of the Chief of Police” is a better choice here.

### **1503 Department Issued Equipment Only**

“Officers assigned a BWV camera must not use any other non-Department issued video or audio equipment, such as personally owned video or audio equipment, mobile devices or cell phones, to record enforcement or investigative activities involving members of the public unless authorized by the Chief of Police or designee.”

This section is weak. At the very least define the separation between enforcement and investigative activities. Furthermore, there is more ‘recording’ that personal devices do (like GPS location information), that is not under control of the Police Chief. I understand why people want this section, but in its current stated it is neither technologically current nor carefully considered and invites gaming of the system (police arranging for public recordings they can doctor) that should be handled with redundancy in police recording (making other recording policy unnecessary).

#### **1505. Required Activation of Body-Worn camera**

Camera activation should not just apply to the officers initiating activity but to all officers present.

Any public access to recordings should not omit any the \*set\* of recordings made of a single event (which should ideally match the number of officers).

Therefore, any situation in which an officer has activated their camera should contain an order to other officers that recording begins, plus a recorded confirmation.

#### **1526. Use of Recordings for Training**

“A BWV recording may be used for training, as long as the recording will not be used for disciplinary purposes. Any person recommending a particular recording shall submit the recommendation through the chain of command.

The Chief of Police or designee must notify the recording officer and any depicted officer of the intent to use the recording for training. If any such officer objects to the review, they shall immediately notify the Chief of Police or designee of the objection orally or in writing. The Chief of Police or designee shall determine whether an officer’s objection outweighs the training value.”

Entire section is wishy washy.

Training is a completely secondary issue to the real purpose of these recordings, and nothing should dilute it.

If a reason to discipline an officer arises during training, any reason for finding this disciplinary problem would be acceptable. Using a recording for training does not whitewash the recordings value for discipline and finding a problem during a training session is not an “inadmissible search.”

If this section cannot be written without damaging the risk to the accountability procedure, it should not be in this document (and recordings should not be used for training).

#### **1527. Restriction on Use for Monitoring for Violations of Policy/Law**

“It shall be a violation of this policy for supervisors to review recordings for the sole purpose of looking for violations of Department policy or law not related to a specific complaint or incident.”

Completely wrong direction. Police compliance will be easier if everyone records together and is accountable as a group. As such, the following is better:

“It shall be the responsibility of supervisors to review recordings monthly with the sole purpose of looking for violations of Department policy or law.”

#### **1601.**

“The Systemwide Response Team (SRT) will prepare for, and professionally respond to unique situations and incidents that demand trained, equipped, experienced, and organized teams of sworn UC Police personnel beyond those resources available at one campus, as determined by the campus Chief of Police.”

“Unique situations and incidents” is too vague for a policy document. All situations are arguably unique, and “professional” offers no specificity in terms of the type of response. In a document that synonymizes “investigation” and “enforcement” the lack of specification of situations is plainly designed to support capricious action.

#### **1604.3.2 Minimum Qualifications of Sergeants and Officers.**

“Minimum qualifications include:

- (a) Three years of sworn experience with one of those years at a UC campus police department;
- (b) Experience and training in crowd management and control tactics.
- (c) Completion of probation
- (d) No sustained findings of excessive/unreasonable use of force (e) Training in de-escalation, Crisis Intervention Training and Mental Health
- (f) Knowledge of the 1st Amendment
- (g) Current in all required certifications (for example: Mental Health, First Aid/CPR, De-Escalation and Crisis Intervention Training).”

Under **1606.1 Issuance of Equipment**, the equipment issued includes chemical weapons, but in **812.1 Chemical Agents** issuance is defined only to qualified personnel under Section 12403 of the California Penal Code. Therefore this requirement is a minimum requirement of all sergeants and officers (and should be in this list).

Under **1602** (Mission Statement), the goal is to facilitate and protect the constitutional rights of all persons. Therefore knowledge of the First Amendment is insufficient. They need to know it all. I suggest yearly tests of the knowledge of the constitution issued by the UC in order to provide for Sergeants and Officers to complete the mission. Police who don't know the constitution well enough to literally teach it to bystanders, should not

be permitted SRT status (and the accompanying issuances and deployments). I think they shouldn't be police officers at all, but at least we should require it on campus.

## **1602**

There are two **1602s**.

Mission statement list should contain:

(f) Report to the University on any current deployment of 1606.2 on any UC owned property,

(g) report to the University on any inventory from 1602.1 and 1602.2 liquidated or lost on campus.

### **1606.1 Issuance of Equipment**

"SRT Sergeants and Officers will use their department issued equipment and its deployment will be authorized based on their particular assignment. Replacement equipment or newly issued equipment is purchased by the individual member's department. Each SRT member will be issued:

- (1) Helmet with face shield and 36" baton;
- (2) Gas mask with extra filter and mask carrier;
- (3) Soft riot armor;
- (4) Flex cuffs with officer's badge number on the cuffs;
- (5) Peltor headset"

The sense behind "801. Professional Presence" is not adequately represented by 1606.1 Issuance of Equipment.

Flex cuffs are insufficient for documenting badge number. The wrist is the most mobile part of the body, and the one most likely to be obscured by tools. So:

Helmet should also have a badge number

Riot armor should also contain badge number

Customizing helmet and riot gear is completely possible under the situation presented in this document (everyone is issued it), and if this equipment is too generally used to be customized, the police need to figure this out. I would prefer that a badge number be readable from three orthogonal directions at 50 feet. Hiding it on a bracelet is a shameful dodge.

### **1606.2 Deployment of Equipment**

"Specialized equipment for defeating protestor devices."

In a list that is specific about "gloves" what specialized equipment exceeds that listed? Where are the SRT qualifications (as in **812**) for this mysterious equipment, and why are these qualifications not listed?

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Dear Jason,

I am writing to you to express my concern about the [newly proposed policing policies](#) from the Office of the President. In particular, I have major concerns about the proposed “Systemwide Response Team” made up of UCPD officers from all campuses: a tactical team with specialized equipment and weaponry intended to suppress demonstrations and other forms of civil action. A decade ago I was a UC graduate student and I clearly remember seeing peacefully protesting students at UC Davis pepper sprayed by UCPD. This image will never be wiped from my mind. We as a faculty senate need to do whatever we can to prevent these types of radical police actions against peaceful protesters from ever taking place. I hope that we as a UCR academic senate can stand up and object to this new policy proposal.

Thank you,

**Francesca M. Hopkins, Ph.D.**

Assistant Professor of Climate Change and Sustainability

Dept. of Environmental Sciences

University of California

Riverside, CA 92521

(951) 827-4781 (office)

(707) 328-3135 (cellular)

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Hello,

My name is Xochil Ramirez and I am a current undergraduate student at the University of California Riverside. I am also a Youth Program Organizer with the American Friends Service Committee based in South Los Angeles.

I am here to name that I wholeheartedly reject the new policy proposals including the “Use of Force” policy; a new “Body Worn Audio” policy; a new “Systemwide Response Team” policy; and a new “Concealed Carry Weapons” policy. These policies serve to further criminalize, target, impose violence, and harm Black and Brown students on campus.

Policing as an institution and culture is rooted in colonial violence, dating back to the era of slave patrols, Native American Boarding Schools, and xenophobic rhetoric at the nation's border. The movement to defund and even abolish police institutions is even more prevalent across the nation after the inhumane murders of Breonna Taylor, George Floyd, and more recently Daunte Wright and Adam Toledo, unarmed and killed for solely existing in a non-white body.

Students have organized across all campuses to hold the UC accountable for defunding police, especially considering the violence protestors were met with during the Cost of Living Adjustment movement led by graduate students of color. For decades, we see that police reform does not work, and more and more Black and Brown students deal with the repercussions of a university system that disproportionately racially profiles and fails to acknowledge our humanity. Historically, Chancellors like Timothy P. White have ordered UCPD to use excessive force to harm students using their voice to call for justice. If the Academic Senate approves these proposals, you will be seen as an accomplice of the overt militarization of UCPD that creates more violence and trauma among students of color.

I urge the Academic Senate to reject these proposals and center the voices that for centuries have gone disregarded. With the rejection of these proposals, we approach a more ethical embodiment of a University that funds tangible resources and programs that help students of color thrive beyond survival.

Warm regards,

***Xochil Ramirez (they/them)***  
*Youth Program Organizer*  
*American Friends Service Committee*  
*Roots for Peace, Los Angeles*

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Dear Dr. Stajich (or Jason if I may),

I have been alerted by the Riverside Faculty Association about recent proposed updates on University-wide Police Policies and Administrative Procedures. Since employees have been asked to weigh in, I hope the below will count towards that. Thank you for reading and communicating our input for UC wide administrators.

Best,  
 Emily Hue

## **Chapter 15: Body Worn Audio/Video Systems**

I strongly oppose the implementation of body cameras by UCPD. Equipping UCPD officers with cameras will require additional funding out of the UC budget. Body cameras do not increase individuals' safety since they don't do anything to change policing policies, and they reinforce the notion that as long as police "follow the rules" that they increase safety. Police do not increase safety, and body cameras do not change that. Officers can also turn off their cameras, "forget" to turn them on, or sabotage them so that they do not function as intended, cumulatively limiting their usefulness in holding officers accountable for their actions. Even when footage is available from incidents of "bad" policing, that footage rarely provides any real

community accountability or sense of safety. Furthermore, body cameras increase the ways in which police are able to surveil people and potentially criminalize people who pose no threats to public safety.

From <https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2020/01/14/body-cameras-may-not-be-the-easy-answer-everyone-was-looking-for>:

“Although both officers and the public generally support body-worn cameras, or BWCs, the impacts may have been overestimated, according to a study published in March by George Mason University’s Center for Evidence-Based Crime Policy. The study, which looked at 70 other body-worn camera studies published through June 2018, found the cameras have not had statistically significant effects on most measures of officer and citizen behavior or citizens’ views of police.

The authors noted that studies have found mixed results on body cameras leading to reductions in use of force by police — one of the primary reasons supporters pushed for the cameras. Five studies and experiments showed that officers wearing cameras used force less often than officers not wearing cameras, but eight others showed no statistically significant difference in use of force.

The George Mason study also described an unanticipated result of the cameras: Officers increasingly value them as a tool for evidence collection and protection.

“Officers and citizens both seem to believe that BWCs can protect them from each other,” the study said.”

## **Chapter 16: Systemwide Response Team**

I strongly oppose the implementation of a Systemwide Response Team (SRT). The proposed SRT would increase the UCPD budget and personnel while not increasing community safety, but rather, creating new threats of militarized force and violence against UC and surrounding community members. It represents a significant increase in the militarization of UCPD that further shifts its focus away from its purported role in community safety to fascist means of coercion. The SRT is tasked with (1605.2) use of force, crowd management, intervention strategies, arrest techniques, and use of authorized equipment and tools. All of these duties can be used to intimidate, coerce, terrorize, criminalize, and quell public gatherings, protests, and other expressions of dissent. The equipment and weapons issued to the SRT by no means increase community safety or serve to ensure the safety of protestors, but rather are designed to harm and escalate violence through means such as chemical agents, high-energy projectiles, LRAD, and “specialized equipment for defeating protestor devices.” The objective is not to facilitate peaceful protest but to protect private property through coercive means. It is unconscionable that the UCPD would implement such a heavily militarized and imminently violent terror squad, particularly when the potential targets of such violence are the very students whose safety the UC system is designed to protect. Furthermore, amidst systemwide and nationwide calls to reduce the scale and budgets or eliminate altogether policing forces, the implementation of an SRT is a completely egregious act that emphasizes the fact that the UCPD, UCOP, and the UC Regents

stand in direct opposition to, and don't believe in the messages of, the proliferating movements underscoring that Black life matters.

### **Chapter 17: Retired Officers—Carry Concealed Weapons**

I strongly oppose the terms of the Carry Concealed Weapons policy for retired UCPD officers. There is no reasonable justification for a retired, let alone active, UCPD officer to bring lethal weapons onto a UC campus so long as weapons are otherwise banned on campus for the general population. Such a policy in no way contributes to the safety of the campus community. It only introduces new opportunities for the accidental discharge of guns, and the unwarranted use of excessive force. No safety officers, let alone retired ones, should be using or carrying potentially lethal weapons on campus since all situations of imminent danger can be handled without the use of lethal force.

### **Chapter 8: Use of Force**

I strongly oppose all use of force by UCPD. Officers are expected to use their best judgment as to when and how much use of force to apply, but officers are not judges, juries, or even prosecutors well versed in the laws they are supposed to enforce. An invitation to use force based on an officer's individual judgment is an invitation for murder, especially for Black, Indigenous, and other people of color most frequently criminalized and feared by police officers. Moreover, many of the laws they attempt to enforce are inherently designed to be racist and classist, so enforcing them with potentially lethal force only exacerbates the notion that the lives of those most heavily policed populations don't matter in the eyes of the law. New tactics and authorizations of use of force do not make communities safer, they only increase the ways through which people can be harmed by police.

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Emily Hue, Ph.D.  
Assistant Professor  
Department of Ethnic Studies  
University of California, Riverside

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Dear Jason,

I'm writing to voice my staunch opposition to the proposal of new UC policies that purport to increase public safety but actually threatens it with further violence.

First, I reject the call for body cams, which studies have not conclusively found to lessen police brutality and which cost more money that could otherwise go to actually helping students with their immediate needs. A meta-study from George Mason University "looked at 70 other body-worn camera studies published through June 2018" and "found the cameras have not had statistically significant effects on most measures of officer

and citizen behavior or citizens' views of police" (<https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2020/01/14/body-cameras-may-not-be-the-easy-answer-everyone-was-looking-for>). Put another way, bodycams have not been proven to lessen police brutality or achieve justice for victims of police brutality. I would hope that the University of California would support evidence-based policies and not just throw more money at the police, who already have a bloated budget. At the same time, research suggests that crimes decrease when people like our students have their basic needs met from food to housing, so funding should be redistributed to them.

Next, I vociferously oppose creating a new SWAT-like UC force. We don't need another set of police terrorizing and harming student protestors, like when UCR cops shot rubber bullets at students and arrested a professor merely for filming the police's violent actions (<https://www.laweekly.com/video-uc-students-occupy-l-a-protesters-shot-with-rubber-bullets-at-out-of-control-regents-meeting/>).

Finally, no UC cops, retired or on active duty, should have concealed carry or frankly any lethal weapons at all. Having more guns around me makes me less safe, as research continually demonstrates (<https://www.hsph.harvard.edu/news/hsph-in-the-news/do-guns-make-us-safer-science-suggests-no/>). I'm mindful that most police in places like England don't carry guns, and they kill way fewer people, even accounting for different population sizes. Most universities around the world don't have campus police. I don't think it's a coincidence that UC suddenly started having their own police precisely when UC started admitting more students of color.

An institutionally racist force with no real accountability, UCPD should not be receiving more funding and more authority to exercise violence.

Regards,  
Donatella

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Donatella Galella, PhD  
Associate Professor  
Theatre, Film, and Digital Production  
University of California, Riverside  
she/her

*America in the Round: Capital, Race, and Nation at Washington DC's Arena Stage*  
Honorable Mention, Barnard Hewitt Award, American Society for Theatre Research  
Finalist, Outstanding Book Award, Association for Theater in Higher Education  
<https://www.uipress.uiowa.edu/books/9781609386252/america-in-the-round>

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Hi Jason,

I'm writing to voice my concerns over some of the revisions currently [under review](#) related to campus policing and safety. In particular I'm very uncomfortable with the formation of the "Systemwide Response Team" as described, which appears to involve the formation of a militarized unit within the UC Police intended to handle "crowd control" responsibilities. Especially considering the events of the past year, I believe that increasing police presence on UC campuses and facilitating the deployment of so-called "less lethal" weapons such as kinetic energy projectiles and chemical agents by UC Police is inappropriate and counter productive for the goal of campus safety.

Please pass along my concerns, along with my recommendation for a deeper exploration of campus safety, a comprehensive audit of how police policies currently affect students and student perceptions of safety, a full evaluation of alternative approaches, and extensive justification for any potential use of university-sanctioned force against our students.

Sincerely,

Will Porter

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 William C. Porter (*he/him*)  
 Assistant Professor  
 Department of Environmental Sciences  
 University of California, Riverside  
[porteratmosgroup.weebly.com](http://porteratmosgroup.weebly.com)  
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Dear Senate Chair Stajich,

I am writing to submit my comments on the [proposed revisions to the "Gold Book"](#), and to register my total displeasure with the proposed formation of a roving UC "systemwide response team" composed of "commanders" who would be issued equipment listed on pages 20-21.

In my opinion, this team would be trained and deployed to intimidate individual and collective members of our university community. The presence of such a force would undoubtedly instigate and/or escalate violence, while continuing to militarize our university. This move would contribute to the University of California's documented history of the brutal punishment and intimidation of our university community—especially students from historically marginalized communities—as they engage in constitutionally-protected actions, such as free speech and assembly. These are actions and movements that have been crucial for desegregation, anti-apartheid, and abolitionism here in California, nationwide and internationally.

I write the above as a concerned faculty member, but also as a scholar of state violence, in particular state violence at the university level. In fact, I directed a documentary about the militarization of universities in Guatemala during the counterinsurgency era and the deadly consequences of such policies. Such policies result in wrongful death, intimidation, and violence, while eroding our democratic institutions through militarization of civil society and by allowing the coercive forces of the state to kill and harm with impunity. We must prevent that these phenomena become the norm in California.

In closing, I urge us as faculty and administrators to heed our students' call for solidarity on this important matter. May we contribute to a university in which students can feel free to think and act without fear of intimidation and death.

Thank you, for your time, attention, and consideration of this matter.

Yours truly,  
María Regina Firmino-Castillo, PhD

María Regina Firmino-Castillo, PhD (*she, her, hers*)  
Assistant Professor, Department of Dance  
University of California-Riverside: <https://dance.ucr.edu/faculty/maria-firmino-castillo/>  
Co-organizer, Indigenous Choreographers at Riverside: <http://icr.ucr.edu/>  
Fellow, Institute for Citizens and Scholars (formerly Wilson Foundation)

***The University of California-Riverside is located on the unceded ancestral homelands of Cahuilla, Tongva, Luiseño, and Serrano peoples.***

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To the Chair of the Riverside Division of the Academic Senate,  
I am writing to strongly condemn the proposed revised police policies and procedures under review. These policies are regressive, focus on use of force, and do not address any of the fundamental issues facing students and faculty on campus related to safety and security.

We do not need a “use of force” policy, and no one, retired or active, should be carrying concealed weapons. We absolutely do not need a SWAT team to use force to quell protests. These are a horrific enhancement of the tactics that are resulting in deaths and injuries to Brown and Black people across the country. We are a college campus, we should be using these funds to find ways to address the root causes of threats or lack of safety for our students. The last thing we need is more force.

We need a safety division that is not based on policing, on violence, on force. That does not enter into situations prepared to harm or subdue people. We need officers who are trained to de-escalate, to talk, to find out what is going on and why.

Realistically, how common is force needed on the UCR campus? It is outrageous to be proposing these policies that are not only not necessary, but are counterproductive, and their mere existence designed to show lack of trust, fear, and embedded racism. Our students are scholars, not thugs; they need support and partnerships, not suspicion and adversaries.

Use the money to establish channels for discourse and to address problems of inequity and bias in our institution. Listen to the students. Find out what they want. Do not approve this document.

Amy Litt

Associate Professor, Botany and Plant Sciences

Graduate Advisor, Plant Biology

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Dear Professor Stajich:

I write to you in your capacity as Senate president with my comments about the University-wide Police Policies and Administrative Procedures.

With the ongoing effects of COVID, UCR faculty and staff are being asked to do more with less. As we think carefully about how to use our financial resources, it is crucial that we spend our collective resources appropriately. We should reject proposals for body cameras and a Systemwide Response Team (SRT) because each will increase costs in a way that is not likely to create a better environment for UCR students, faculty, and staff.

I write today just shortly after teenager Ma'Khia Bryant was shot and killed by police in Ohio. Bodycam footage was available very soon after the encounter. I bring this up because the presence of a bodycam did not, in this case, help with the desired outcome- the resolution of a situation with all parties safe at the end. Recent studies have shown that Bodycams have not had positive effects on the behavior of the public or on officers (see, for example, a report by George Mason University's Center for Evidence-Based Crime Policy).

The SRT, too, increases the budget of the Police Department at a time that resources are scarce. Troublingly, it would direct resources towards militarized equipment and personnel. Using our collective funds on an SRT is particularly ill-conceived because, given ongoing violence against Black and other non-White people, leadership from UCR Black student organizations is asking for fewer resources to be spent on policing.

While not specifically tied to financial resources, the following two proposals should also be rejected: retired UCPD officers do not have justifiable reasons to bring concealed weapons onto campus. Concealed weapons do not make our learning environment more safe. The Carry Concealed Weapons policy should not be amended to allow additional concealed weapons on campus.

Finally, the campus should do everything possible to minimize the risk that force will be used in our classrooms and community. As a community, we have the ability and responsibility to come up with standards for use of force, and a collective obligation to deescalate. Leaving use of force to the discretion of individual officers is inappropriate, particularly on the UCR campus, because it risks having disproportionately negative effects on Black, Indigenous, and Latinx students and other students of color.

I appreciate your attention to this important matter and look forward to hearing how the Senate will be responding to the proposed police policy changes.

Thanks,

Liz

Dr. Liz Przybylski

Assistant Professor of Ethnomusicology

University of California, Riverside

Author of [\*Hybrid Ethnography: Online, Offline, and In Between\*](#) (SAGE, 2020)

[liz.przybylski@ucr.edu](mailto:liz.przybylski@ucr.edu)

<https://drlp.hcommons.org/>

Dear Jason,

I want to personally express my outrage over the proposed UC systemwide policies that amount to doubling down on policing and violence toward black and brown communities on campus. I am most troubled by the following components:

An updated "Use of Force" policy

- A new "Body Worn Audio" policy
- A new "Systemwide Response Team" policy
- A new "Concealed Carry Weapons" policy

These actions are antithetical to the espoused mission and commitment of UCR to the IE, our local communities, and specifically racially minoritized students and communities. They also contribute to a hostile racial climate that's harm extends beyond students to also include faculty, staff, and administrators of color.

To be clear: this policy is racist. It goes against what the chancellor just sent out to the UCR community, claiming to support black and brown students. If it moves forward it represents hypocrisy, a lack of accountability to communities of color, and an explicit rejection of marginalized and minoritized voices to instead support the racial status quo. Many of us are watching to see what the UCR administration is really willing to do in support of communities of color who continue to experience dehumanization and death at the hands of the system of policing and those employed by it.

Best,

Uma Jayakumar

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Dear Chair Stajich,

I write to express my deep concern regarding the proposed changes to the Universitywide Police Policies and Administrative Procedures, which are applicable to UC Peace Officers (as outlined in [Cheryl Lloyd's February 5 memo](#)). In particular, I am extremely concerned - indeed, outraged - by the proposal to create a Systemwide Response Team. Given the urgent discussions in response to police violence over the past year, I find it mystifying that UC would revive this proposal, dating from prior to 2017, to create a systemwide strike force. This policy moves our university in the wrong direction at the wrong time.

Specifically, I would like to signal the inherent dangers to students, faculty and staff posed by the proposed Systemwide Response Team (SRT). The SRT is described as equipped to respond to situations of crisis and upheaval ("unique situations and incidents that demand trained, equipped, experienced, and organized teams of sworn UC Police personnel beyond those resources available at one campus.") What kind of incident might provoke an SRT response? An incident of mass violence would happen too quickly for an SRT to provide any support. Likewise, an SRT would be too slow to use in securing a campus following a natural disaster of some sort. By elimination, therefore, it appears clear that the "unique situations" to which this document refers must primarily involve activism and protest.

The command structure of the SRT lends to confusion, overreaction and complete lack of accountability. SRT coordinators would be "working with the Chief of Police or designee from the host UC campus to determine the appropriate deployment of SRT personnel." Who exactly would make the call, for example, whether to employ violent tactics? Would the SRT be responsible to campus leadership? The proposal assigns all responsibility for compliance to the SRT Coordinator, essentially asking the unit to police itself. This command structure leaves open the possibility that a police lieutenant from UC San Francisco could order SRT officers to fire tear gas or use batons on protesters at the UC Riverside campus, absent any consultation with local leadership. No provisions for accountability appear in this proposal.

Who in their right mind would think it proper to send police officers unfamiliar with a campus, its infrastructure and its social dynamics, to intervene in a mass protest? I can't imagine a situation more likely to result in unnecessary harm. An officer transported from elsewhere would not know the physical layout of the campus, would not be in a familiar territory and would not have any knowledge of the students, staff and faculty at that location. Unfamiliarity breeds defensiveness, which in turn increases the likelihood of a violent response.

I urge you to send a strong signal on behalf of the UCR Senate in opposition to this proposal.

Thank you for your time and your work on our behalf.

Sincerely,

Dana Simmons

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Dana Simmons  
Associate Professor, Department of History  
University of California, Riverside

[\*Vital Minimum: Need, Science and Politics in Modern France\*](#) (University of Chicago Press, 2015)

[@danajsimmons](#)

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900 University Avenue  
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(951) 732-8091

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## Statement on Proposed Revisions to Universitywide Police Policies and Administrative Procedures

21 April 2021

### Addressed to:

Jason Stajich, Chair of the Riverside Division of the Academic Senate  
Kim A. Wilcox, Chancellor, Riverside Campus  
    Mariam Lam, Vice Chancellor, Diversity, Equity, & Inclusion, Riverside Campus  
    John Freese, Interim Chief of Police, Riverside Campus  
    Christine Bender, Director of Residential Life, Riverside Campus  
    Gerry Bomotti, Vice Chancellor, Planning, Budget, & Administration, Riverside Campus  
Board of Regents, University of California  
    John A. Pérez, Chair, Board of Regents, University of California  
Michael V. Drake, President, University of California  
    Cheryl A. Loyd, Interim Vice President, Systemwide Human Resources

### UC Students, Staff, Faculty, and Community Members:

Today, it has come to our attention that the UC Academic Senate is [considering revisions](#) published by the UCOP to the [Universitywide Police Policies and Administrative Procedures](#), affecting UCPD practices systemwide.

### **Oppositions to Proposed Revisions**

We, the undersigned as UC students and community members, comprehensively **object to these police revisions that expand the UCPD's use of force standards and that create new taskforces** without community oversight and stakeholder

inclusion. Specifically, we oppose the creation of a **specialized tactical team**--identified in Chapter 16 of the proposed revisions as a Systemwide Response Team (SRT)--that is trained in "crowd management and control tactics" (1604.3.2.b). While the proposal understands its creation as an intent to "emphasize de-escalation" and incorporate "less lethal' weapons," the proposal to create a specialized tactical team that would be deployed against any campus protestors implies a hostile campus climate that discourages student and community voices.

Additionally, the ambiguity of the SRT's responsibilities in section 1605.2 permits an unspecified group of UCPD officers to develop "training guidelines" in 11 broad response categories without any oversight. Again, new policies must not be developed by the UCPD, but by community stakeholders in collaboration with the UCPD, if it is to continue to exist. If we are to create a safer and more equitable UC climate, no longer may those affected by new policies be left out of these conversations. Furthermore, we reject the issuance of **specialized, military-style equipment** to the SRT that includes **chemical agents, helmets with face shields, 36" batons, kinetic energy projectiles, and riot gear** (sections 1606.1, 1606.2). We believe that this equipment discourages and undermines the de-escalation tactics that the UCPD supposedly seeks to expand. This equipment, which also includes **unspecified "[s]pecialized equipment for defeating protestor devices"** (1606.2) is specifically motivated by recent antiracist global protests against police brutality and further targets UC communities of color by both the intimidation and actualization of physical violence against protestors.

### **Current Campus Reality & Address to Police Practices**

The UC system does not exist outside of the ongoing pervasive realities of systemic racism and antiblackness: these structures are as endemic to our UC institutions as much as they are throughout higher education and the United States at large. Students of color have long been subject to racial profiling on UC campuses, including hostile UCPD responses to peacefully protesting students. Most notably, in 2011, a UCPD officer went viral for pepper-spraying seated students who were peacefully protesting and, in 2013, UCR officers implemented new policing policies to combat robberies that directly correlated to more frequent stops and harassment of Black students due to the latent racial profiling within policing.

**In line with principles of academic freedom, if the UC system encourages critical thinking at the intersection of social justice, students must be guaranteed the freedom to protest injustice without fear of academic, physical, or administrative retaliation.** The aforementioned UCPD revisions are antithetical to these espoused UC values. If UC espouses these principles, it is critical to address the ongoing practices of the UCPD. At our campus, UC Riverside, reform efforts include a comprehensive review of campus police practices by the Graduate Student Association, which is intentionally undermined by this proposal's expansion of the UCPD's use of force standards and the implementation of the SRT.

The UC system must capitalize on the momentum of recent nationwide protests against inequity and injustice to address its policies that deter safe and accessible campus

ecologies and that perpetuate systemic racism. We protest these proposed revisions that prevent the work of the larger UC community's efforts to transform our racial climate, and work to reinforce the oppressive systems that subjugate students of color.

In addition to our sponsorship of this letter, please see our petition at <http://chnq.it/GgD2HHV2Mp> (published 21 April 2021) for additional signatories to this letter. Please also note that our petition speaks directly to current police reform proposals, but does not discount the demand for police abolition.

Thank you for your attention to this troubling proposal and your ongoing actions in creating safer campuses for all students, staff, faculty, and community members.

Attentively,

Aubrey Lancaster  
M.Ed. Student, Higher Education Administration and Policy  
University of California, Riverside

Anna Acha, M.Ed.  
Ph.D. Student, Higher Education Administration and Policy  
University of California, Riverside

Briana Savage, M.Ed.  
Ph.D. Student, Higher Education Administration and Policy  
University of California, Riverside

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Dear Jason,

I hope this message finds you well. I just want to reach out to express my concern regarding the proposed changes in policy, specifically towards the implementation of a special police/task force "Systemwide Response Team", which I feel will add too the current stress between police and our communities.

Best wishes,

Martin I Garcia-Castro  
Associate Professor of Biomedical Sciences  
3401 Watkins Drive,  
203 School of Medicine Research Building,  
University of California Riverside  
Riverside, CA 92521  
[martin.garcia-castro@ucr.edu](mailto:martin.garcia-castro@ucr.edu)  
Office (951)-827-7251 Lab (951) 827-2378

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Good Evening,

As we facilitate through a year where we have finally brought to life the police brutality rippled through our communities and country. I urge you to stop and consider the parameters around the policing policies of UC campuses. We are allocating money and training to hiring new police officers while still have police officers employed currently that have not received adequate training. As a US community, it would behoove you to sit back and realize making minority students subject to an increase in police brutality is certainly not in the right direction. Students want to feel safe on campus not feel that they should be afraid to be on campus. With that being said it is with great urgency as a student in the UC system I do not support the policies looking to be passed and urge reexamination.

Sincerely,  
A concerned student.

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Dear Senate Chair Stajich:

My colleagues from Media & Cultural Studies have drafted detailed and forceful commentary on the proposed revisions to the "Gold Book." I wish therefore to state the following, for the record. I write here on my own behalf as a member of the faculty, not in my capacity as departmental chair.

### **I cannot fathom why the University of California needs a Systemwide Response Team.**

I am a newcomer to the UC system. But over the years from my previous seat at a small liberal arts college on the East Coast I, like most of the people in my extended network of academics, cultural workers, and activists, followed with interest and alarm incidences of UC police use of excessive force: *inter alia*, pepper spray at UC Davis, egregious and violent First Amendment violations at UC Riverside, brutal mass arrests at UC Berkeley, harassment of supporters of Palestinian autonomy at UC Irvine. Indeed, news reports indicate there have been well over 200 incidents involving police use of force within the UC system in recent years yet that only two use of force case files have been made public. Each of these incidents indicate not a need for more, or more coordinated, or more SWAT-like forces (or force). If anything, what these cases share is the excessive use of existing force as campus police deployed their sanctioned capacity for violence with extreme prejudice.

The proposed Systemwide Response Team is **a response to a non-existent need. It invites strangers with lethal weapons and with prejudice into existing communities**, and in the case of UCR, a community predominantly comprised of people who already are the targets of prejudicial policing for no other reason than the visible markers of class and culture.

It **removes individual campus autonomy** from the UC system.  
It **presumes a threat where none exists**.

That threat did not even exist in 1968. And it didn't exist in 1969, when students and community activists in Berkeley took over undeveloped UC property and dubbed it People's Park. In 1969, against the express wishes of the Berkeley Chancellor, then-Governor of California Ronald Reagan sent CHP and Berkeley PD officers into People's Park to "clear" the park of people and destroy fresh plantings of trees and other horticulture. As the confrontation escalated, Reagan's Chief of Staff, Ed Meese, sent in Alameda County Sheriff's deputies, in full riot gear and firing teargas and buckshot. 128 Berkeley residents were wounded by the police; one was permanently blinded; and one bystander was killed by a police-fired shotgun blast. Declaring an emergency, Reagan sent in 2,700 National Guard Troops—against the near-unanimous vote of the Berkeley City Council. This is a story of prejudice, of power seeking threat where threat doesn't exist, of initiating and then escalating violence via the sanctioned capacity for violence and with the protection of the "law," and of lethal outcomes and lifetime harms.

That's the scenario that the Systemwide Response Team evokes.

I object not just to the details of the proposal for a Systemwide Response Team, but to the whole.

Sincerely,

Judith Rodenbeck

Associate Professor, Media & Cultural Studies  
University of California, Riverside

*Mind is primarily a verb.* - John Dewey

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Dear Professor Jason,

I strongly support the modified Universitywide Police Policies and Administrative Procedures and believe these policies will better serve peaceful demonstrations. Any slogan-like arguments without any justifications are counter-productive to gain my support.

Weifeng Gu

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Dear Jason Stajich,

I am a Unit-18 Lecturer, not Senate faculty, but am writing to lodge my strong opposition to the proposed changes in the University-wide Police Policies and Administrative Procedures. Specifically:

#### Chapter 15: Body Worn Audio/Video Systems

I strongly oppose the implementation of body cameras by UCPD. Body cameras do not increase individuals' safety, but do increase the ways in which police are able to surveil people and criminalize activities that pose no threat to public safety. Body cameras also require substantial additional funding. I support investing these funds elsewhere.

From Pew Trusts' ["Body Cameras May Not Be the Easy Answer Everyone Was Looking For"](#):

"Although both officers and the public generally support body-worn cameras, or BWCs, the impacts may have been overestimated, according to a study published in March by George Mason University's Center for Evidence-Based Crime Policy. The study, which looked at 70 other body-worn camera studies published through June 2018, found the cameras have not had statistically significant effects on most measures of officer and citizen behavior or citizens' views of police.

"The authors noted that studies have found mixed results on body cameras leading to reductions in use of force by police — one of the primary reasons supporters pushed for the cameras. Five studies and experiments showed that officers wearing cameras used force less often than officers not wearing cameras, but eight others showed no statistically significant difference in use of force.

"The George Mason study also described an unanticipated result of the cameras: Officers increasingly value them as a tool for evidence collection and protection.

"Officers and citizens both seem to believe that BWCs can protect them from each other,' the study said."

#### Chapter 16: Systemwide Response Team

I strongly oppose the implementation of a Systemwide Response Team (SRT). The proposed SRT would greatly increase the UCPD budget and personnel without increasing community safety. Instead, it would create new threats of militarized force and violence against UC and surrounding community members. It represents a significant increase in the militarization of UCPD that will not decrease "crime" but will increase harm and escalate violence through means such as chemical agents, high-energy projectiles, LRAD, and "specialized equipment for defeating protestor devices."

Clearly, the objective is not to facilitate peaceful protest but to increase the use of coercive force. It is unconscionable that the UCPD would implement such a heavily

militarized and imminently violent force against the very students, faculty, and staff whose safety the UC system should protect.

Furthermore, amidst systemwide and nationwide calls to reduce the scale and budgets or eliminate altogether policing forces, the implementation of an SRT is an egregious, aggressive act of police expansion.

What exactly is the UC afraid of? Whom or what do they imagine such a force would protect?

#### Chapter 17: Retired Officers—Carry Concealed Weapons

I strongly oppose the terms of the Carry Concealed Weapons policy for retired UCPD officers. There is no reasonable justification for a retired, let alone active, UCPD officer to bring lethal weapons onto a UC campus. Such a policy in no way contributes to the safety of the campus community. It only introduces new opportunities for the accidental discharge of guns and the unwarranted use of force. No safety officers, let alone retired ones, should be using or carrying lethal weapons on campus.

#### Chapter 8: Use of Force

I strongly oppose all use of force by UCPD. New authorizations of the use of force do not make communities safer, they only increase the ways in which people can be harmed by police. The UCs own research and publications demonstrate that this harm disproportionately falls on Black, Indigenous, and other people of color. As countless examples, both recent and historical, show, an invitation to use force, especially lethal force, based on an officer's individual judgment will not make us safe but will result in more death, especially for Black, Indigenous and other people of color.

Sincerely,  
Madison Brookshire  
[he/him](#)  
Lecturer  
UC Riverside

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Just writing to share the concern raised by the Riverside Faculty Association regarding the proposed systemwide SWAT-style response team. I think adoption of those policies sounds undemocratic and harmful to our campus community and its safety and well-being.

Best,  
Ellen Reese  
Department of Sociology  
UC-Riverside

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My name is Kimberly Umanzor a current student at the University of California, Riverside and I reject the following: "Use of Force", "Body Worn Audio", the "Systemwide Response Team" policy, and the "Concealed Carry Weapons" policy proposals.

When police officers guard the school entrances and patrol the hallways, students of color internalize the message: you are not allowed here, and the institution where you learn assumes you will participate in disruptive and criminal activity. This causes anxiety and hypervigilance in adolescents, as well as mistrust in the educational institution that is supposed to help them develop. That is completely incompatible with providing a welcoming, healthy learning atmosphere in which students can excel. Perhaps more harmful, the presence of police re-traumatizes many students of color, who have had negative encounters with law enforcement in their neighborhoods and communities.

I urge the University of California system, Academic Senate to recognize that true public safety will reconnect college campuses to their surrounding communities rather than nervously policing their privatized boundaries.

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On Body Worn Cameras:

Officers are simultaneously granted extraordinarily wide latitude to exercise "discretionary activation," meaning they are given enough room for subjective interpretation of situations that they can essentially activate or deactivate their BWC's anytime they feel like it! Further, there is no clear consequence for failure to activate (or unjustifiably deactivating) BWC's, nor is there a clear consequence for losing/erasing the BWC footage itself. For example, "1520. Modification, Alteration, or Deletion" states "No employee shall modify, alter, or delete video or audio once recorded by the BWV camera, except as authorized by Department policy," yet there is no accompanying clarification of consequences if this policy is violated.

Systemwide Response Teams (SRTs)

The "MISSION STATEMENT" of SRTs states,

1602. The mission of the University of California SRT is to maintain a trained team of sworn personnel with the skills and equipment readily available to assist local campuses to:

- (a) Facilitate and protect the Constitutional Rights of all persons;
- (b) Keep the peace and protect life and property;
- (c) Protect lawful activity while identifying and isolating unlawful behavior;
- (d) Provide dignitary protection; and
- (e) Provide training and other assistance when requested and appropriate.

It is a shock to the conscience and ethical sensibility that the UC administration, in the midst of what has been unfolding across the US and the world, is proposing the creation of an ADDITIONAL specialized police force that expands the power and personnel of the existing UCPD. The Systemwide Response Team apparatus seems clearly designed to facilitate multicampus police mobilizations to control and suppress mass demonstrations on and near UC campuses, especially when they involve the presence of the UC Regents and ambassadors of nations that people want to hold accountable for apartheid policies and human rights violations (esp. Israel's treatment of Palestinians).

The objectionable nature of the SRTs is well illustrated in the proposed policy's provision for the assignment of special personnel "to meet operational needs," including "grenadiers." According to the US Army Field Manual, a grenadier is a soldier equipped with an rifle that has a grenade launcher for the purpose of "providing limited high-angle fire over 'dead space'." According to the University of Wisconsin police, "grenadier" refers to an officer who has been trained in the use of Chemical Agents/Munitions and their delivery systems.

#### Use of Force Policy:

The definitions of 'active resistance' and 'assaultive resistance' are fantastically broad and are open for generous interpretation to justify police force, including deadly force: for example, "bracing, tensed muscles" are seen as "active resistance," and the definition of "extreme agitation" could literally describe me when i am attending one of my son's high school baseball games! (p. 30) Similarly, the definition of "non-compliance" includes "physical gestures, stances, and observable mannerisms." Thus, the Use of Force policy remains almost entirely determined and justified by the subjective perceptions of police officers themselves: for example, Sec. 803 states "reasonableness of force will be judged from the perspective of an objectively reasonable officer in the same situation, based on the circumstances \*perceived\* by the officer at the time." (p. 31)

The Gold Book needs to be completely rethought, as does the very presence and existence of the UCPD.

Dylan Rodríguez

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