




COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

June 4, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Esra Kurum, Chair 
Committee on Diversity, Equity, & Inclusion

Re: **[Systemwide Review] (Proposed Revised Policy) Systemwide Policies Applying to University of California Police Department (UCPD)**

The Committee on Diversity, Equity and Inclusion has reviewed the proposed revised policy listed above and linked review material provided. The committee appreciates the proposed revisions' compliance with external accreditation standards, and verbalized commitment to respect & civility, and avoidance of discrimination & disparaging language. Even so, the CODEI notes several points of concern regarding inclusions and omissions in these standardized policies as detailed below:

1. **Training Requirements:** The *Gold Book* does not include training requirements regarding diversity awareness, implicit bias, cultural awareness, and other topics essential for managing law enforcement in a diverse campus community. It is important for University policy to require regular diversity, equity and inclusion training for all officers, that describes bias, profiling, and how bias can be counteracted specifically relating to policing duties. We recommend the development and inclusion of standards and protocols to address these areas.
2. **Data sharing:** The policies should require public-facing transparency wherever legally permissible. The Use of Force policy requires an annual analysis report, but the current language appears to only submit the report to the Chief of Police rather than requiring public or campus-level reporting. We recommend that aggregate use-of-force data, complaint data, stop/contact data, arrest data, and trend analyses be made available to the campus community in a regular public report, with appropriate privacy protections. These reports should allow the University to assess whether enforcement actions have disparate impacts by race, gender, disability, age, campus affiliation, or other relevant categories.
3. **Consultation with campus stakeholders:** The governance structure appears to rely heavily on UCPD leadership and the Systemwide Council of Chiefs. The Police Personnel and Organization policy describes the Council of Chiefs as composed of campus Chiefs of Police, working with the Office of Systemwide Community Safety, with responsibility for reviewing police issues and developing policy through a

consensus-based process. From a DEI perspective, this structure would be stronger if it explicitly included meaningful consultation with students, staff, faculty, Academic Senate representatives, disability/accessibility experts, and campus DEI or climate bodies, especially when policies affect campus interactions, protests, arrests, use of force, mental health crises, and vulnerable populations.

4. **Use of Force policies:** Augmented use of force policies, including increased use of rubber bullets and chemical agents escalate violence against students, staff, faculty, and community members, specifically impacting Black members of these categories and those involved in anti-Zionist protesting. The current proposed documents seem to be more concerned with stifling campus protests and free speech than with campus safety at large. Development of alternative solutions and mitigations for these issues is recommended.
5. **Lack of clarity and measurable objectives:** The language included in the *1305 Personnel, Duties and Responsibilities* policy summary and 1305.1.1.d presents vague descriptions of expected conduct from officers that lack objective measurement of assessment. These descriptions do not provide an adequate insight into specific officer acts of misconduct and similarly provide no guidelines for ensuring policy adherence and consequences for deviance.

In addition to these policy issues relating to the proposed revisions, dissemination of review documents could benefit from improved accessibility and intention in the facilitation of and efficient and thorough review of these policies by relevant stakeholders.