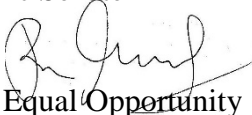




COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY

2/1/2019

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Boris Maciejovsky, Chair 
Committee on Diversity & Equal Opportunity

Re: Executive Summary Report of Task Force on University Policing

CoDEO would like to make the following comments and recommendations:

We would like to stress that if a complaint process is initiated (anonymously or not), then there should be a process in place to address/counter any possible **retaliation**.

With respect to Subsection C (Independent Advisory Boards), there is no mentioning of **diversity/equity** in the independent advisory board that each campus has to assemble. We support the notion that each board shall consist of faculty, staff, and student representatives, however, we feel that this itself does not guarantee diverse perspectives (e.g., the selected representatives might be very homogenous in terms of gender, ethnicity, etc.) and acceptance by the campus community.

The last three bullet points (“education themselves on relevant laws and issues...,” “creating shared learning environments,” etc.) could be strengthened by **explicitly stating how the Advisory Boards are to be educated, trained, and address DEI issues**, and to ensure that “community interact[ion] and learn[ing] together” is inclusive.

With respect to Subsection D (Community Engagement), we feel that it is good that the first sentence mentions “reach[ing] a more diverse student population and encouraging more productive interactions between students and officers.” We suggest that Recommendation 17 **explicitly mentions DEI**.

With respect to Subsection E (Training), we applaud Recommendation 19. However, we would like to point out that the phrasing “progressive training regimen” is **rather vague** and greater specificity, especially in the paragraph before Recommendations 19-20, might be desirable.