



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.