

Inclusive Public Safety Working
Group Meeting Notes
Friday, February 26, 2021
9:00-10:00 am

Agenda:

1. Presentation on Training from Al Becker
 2. Updates on Diversity Commission from Ixchel Rosal & Josef Sorett
 3. Data Gathering and Advisory Board Best Practices Subcommittee breakout rooms
1. Presentation on Training – Al Becker and Tammie Steward outlined training recommendations and new implementations as a result of their work with the subcommittee.

Recommendations and implementations included the following:

- Enhanced Allied Universal contract officer diversity training. Implementation was to provide 4-hour Columbia specific training on: Equal Opportunity and Affirmative Action, Implicit Bias, Use of Force, Crisis Intervention & De-Escalation. All officers have received this new training and newly hired officers will receive the training prior to their campus assignment.
- Developing and continuing the work with the School of General studies on areas of mutual concern, and including GS stakeholders in officer training and Command Staff meetings.
- Expand partnerships with graduate schools, as training had been primarily focused on undergraduate schools. Members of the Graduate School of Arts and Sciences are continuing these discussions, with open invitations for future training and staff meetings.
- Add additional undergraduate material to the suicide awareness and prevention training provided by CUIMC Campus Connect. Public Safety is working with Columbia Psychological Services and Campus Connect to integrate information and resources that can be employed across all campuses.
- Training module improvements. Combine Professionalism and Ethics training to trim redundancies and expand Leadership module to include additional role-plays. Course objectives have been more clearly emphasized to enhance learning, and greater attention given to crafting a scaffold for the training lessons to build on previous material. Ongoing training memos are also shared after initial trainings to reinforce takeaways.
- Further increase opportunities for role-play scenarios, specifically for Crisis Intervention and De-Escalation training, Radio Communication, and Use of Force & Arrests, including emphasizing obligations of officers witnessing excessive force to intervene and report it.
- Work with OMB to hire two new personnel for Training and Development Team.
- Establish a more robust communications plan to involve community into training work, including enhancing the training and development webpage to improve information sharing, adding a feedback button and a feature for nominating an officer for their outstanding service. Additional communication improvements include creating an Instagram page to highlight work, and implementing a cross-campus

communications committee in partnership with CUFO Strategic Communications to share a new Public Safety monthly newsletter with the community.

- Additionally, it was clarified that non-affiliates do not need a Columbia ID to approach a Public Safety officer and ask for help in the community, as the campus is open to the public.
2. Updates on Diversity Commission from Ixchel Rosal & Josef Sorett – Ixchel and Josef presented an overview of the findings and recommendations of the Working Group to the Diversity Commission. The Commission has expressed interest in the group concluding work at the end of the Spring semester in April. Questions raised from the Commission included how the group is collaborating with affiliates, differences in contract and proprietary guards, where specifically to voice concerns, and further information on the disciplinary process.
 3. Data Gathering and Advisory Board Best Practices Subcommittee breakout rooms – the remainder of the session was spent in breakout rooms. Members of the Training and Comparative Research committees have merged to form the Advisory Board Best Practices Subcommittee. The Data Gathering committee is continuing its work.