

Inclusive Public Safety Working Group
Meeting Notes
Friday, October 23, 2020
9:30-10:30 am

Agenda

1. Welcome
2. Brief Discussion of Inclusive Public Safety definition
3. Brief Reports from Subcommittee Chairs
4. Subcommittee meetings in breakout rooms

1. Welcome – Suzanne Goldberg and Flores Forbes welcomed everyone and updated the group that two student members have stepped back from working group responsibilities due to school-related conflicts and responsibilities.

2. Inclusive public safety definition:

The group had the opportunity to review and reconsider the working definition of inclusive public safety. No suggestions were made, but all members are invited and encouraged to share their ideas, including new insights gained through subcommittee work.

Below is the working draft that was circulated for discussion. The draft consolidates ideas from the working group's first two meetings and is intended to evolve based on discussions to come.

Defining Inclusive Public Safety

Inclusive public safety is Columbia's commitment to ensuring that the work done to protect the safety of all on our campuses is carried out in a way that:

- treats every person with dignity and respect
- takes a proactive approach to addressing racism, including specialized efforts to counter racial profiling, disparities in treatment and all forms of bias
- recognizes that some members of our diverse community, including those who are African American, Afro Latinx, or from other Black communities, along with Indigenous people and other people of color, may have heightened concerns about Public Safety operations based on experiences with and concerns about race-related profiling, abuses of power and violence by law enforcement
- acknowledges that different communities have varying needs in relationship to safety, and feeling safe on campus
- responds thoughtfully and effectively to these concerns
- supports regular evaluation of this work, with both internal and community-based opportunities to participate

- adheres to its values of Pride, Professionalism and Service by providing a diverse and well-trained public safety team that can be responsive and sensitive to the wide variety of community members that it serves.

3. Brief Reports from Subcommittee Chairs

Data Gathering

The data gathering subcommittee met in the past week and has identified the types of instruments they would like to use to gather data, including developing survey questions, conducting focus groups with students and members of public safety, a web form and other various ways to collect data and information from students. The group also identified which members will hold focus groups and interviews, and it spent time considering who to engage in the interviews (student organizations, student leaders, and others). The subcommittee requested that working group members share thoughts of faculty, student leaders and organizations to interview.

Training Subcommittee

The training and capacity building subcommittee shared that their initial meeting was spent focused on learning more about the various roles and associated responsibilities of public safety staff. The bulk of the meeting was understanding training differences between contract guards and proprietary guards (University employees). The subcommittee reviewed the training syllabi and intends to attend trainings live for a sergeant cohort that is going to begin in November.

Comparative Research

The comparative research subcommittee is working to finalize a list of questions to send to other Universities that have similarities to Columbia. They are working to determine the correct list of Universities to contact for broad research and will follow up with more specific questions to a smaller sample of Universities that has similar characteristics to Columbia. A large number of Universities nationwide have a sworn officer force, which differs greatly from the Columbia model. The plan is to do a broad outreach to a large cross-section of Universities (approximately 25-40) to ask a few questions and they will follow up with in-depth calls with student affairs staff, students and public safety officers if possible.

4. Subcommittee meetings: The remainder of the meeting was spent in subcommittee discussion.