

# Administration Response to MSafe Implementation Committee Report

July 2022

## Introduction

The last few years have been extraordinarily challenging to our physical and mental well-being, to our sense of belonging, and to our safety. We have taken inspiration from these times as a University community to reflect more about what it means to feel safe, respected, and included. And we have also taken important steps to ensure what we all want - a safe campus environment - safe in every sense of the word.

As part of this work, the University retained CL Alexander Consulting in August 2020, led by Dr. Cedric Alexander, an expert in law enforcement with over 40 years in public safety, to facilitate conversations with our community, to help us determine where we were strong and where we fall short, and to provide recommendations that could help bridge any divide between the University of Minnesota Police Department's (UMPD) values and practices and our campus community's values and experiences. Alexander shared his findings with the University's Board of Regents in February 2021, offering dozens of proposed recommendations across eight broad categories, some of which we worked quickly to operationalize, and many others that we continue to implement.

To more closely examine and implement Alexander's recommendations, we assembled an MSafe Implementation Team, as recommended by Dr. Alexander. The team was led by co-chairs Kathy Quick, associate professor at the Humphrey School of Public Affairs, and Mylene Culbreath, director of equity, strategy & consulting for the Graduate School Diversity Office, and included students, faculty, staff, and alumni. President Gabel provided the charge to the committee and participated in its retreats during fall 2021.

We sincerely appreciate the efforts of the MSafe co-chairs, MSafe subcommittee leaders, members of the MSafe Implementation Committee, and everyone who participated in MSafes for their exceptional work at the intersection of our collective aspirations and shared action. A grateful University stands in appreciation for the immense amount of time (over 1,300 hours) and effort they spent reviewing Cedric Alexander's report, prioritizing his recommendations, and suggesting ways to implement them to make us all better. We also extend our gratitude to all who shared their important voice and unique experiences throughout this process.

While both the MSafe and Alexander reports explicitly focus on identifying areas for improvement, they also recognize the considerable strengths of the UMPD. We appreciate the UMPD for being an

engaged and thoughtful partner with the MSafe review and for their commitment to ongoing change as a modern police department, which supports their unique mission to serve the University's Twin Cities campus, a jurisdiction unlike any other in the state.

## Next Steps for Implementation

Following the issuance of the MSafe Implementation Committee Report, the Office of the Senior Vice President for Finance and Operations has been working with the administration to take our important next steps together, which are centered in the prioritization of our students, staff, and faculty's safety, both on campus and in the neighborhoods surrounding campus. Everyday our team is working to consider and implement solutions through that lens.

This work includes consideration of the MSafe Implementation Committee's action priorities and implementation plan, Dr. Alexander's reports issued in 2021 (one for the Twin Cities campus and one for the Duluth campus), and MPact 2025 Goal 5.4.2, which requires the University to assess and improve campus safety protocols and organizational structure. The action taken to complete the MPact 2025 safety goal was the development of a systemwide "Plan to Assess and Improve Safety." Our overall safety plan lays a foundation for transforming the University's culture, policies, and practices to foster a safer climate on and near our campuses. This plan also directs each campus to create a campus safety plan.

Our individual campus safety plans will dive deeper and put on paper the actions and tactics each campus will take to help us achieve our safety goals. Each plan will also incorporate broader efforts, including recommendations from the MSafe Implementation Committee, the Office for Equity and Diversity, the Senate Safety Committee, Student Affairs, and other campus safety initiatives. These plans will be available by fall 2022, updated annually, and incorporate insight through engagement with students, student governance groups, local businesses, and local residential communities.

While this planning work will be ongoing, we will implement many of the MSafe Implementation Committee's priorities as part of our routine operations, which aligns with the PEAK Initiative and will ensure this work is performed and completed by those who are responsible for it as part of their jobs. There will be additional focus on being transparent and communicating broadly about the status and progress around these priorities.

The administration also values our partnership with the University's Campus Safety Committee. The Senior Vice President for Finance and Operations serves as an ex-officio representative on the committee, and the committee regularly consults with the UMPD Chief of Police. The committee advises and consults on major decisions relating to campus and public safety - areas that widely overlap with MSafe priorities.

To help the administration track and report that work, we grouped the recommendations from Dr. Alexander and from the MSafe Implementation Plan into similar areas and added a section describing how the University of Minnesota Department of Public Safety (DPS) will take action on the recommendations. For public updates and information, we are creating a webpage with related information on safety, engagement, and inclusion, which directly elevates priorities, such as greater communication, accountability, and transparency.

# Current Status of Recommendations

The MSafe Implementation Committee's report contains a mixture of suggestions that involve the administration, various shared governance coordination efforts, and required actions from the University's Board of Regents. The administration can, and has, acted expeditiously on items fully within its control, such as increasing UMPD community engagement efforts, hosting a student safety summit, issuing frequent safety-related emails from the Senior Vice President for Finance and Operations, producing a Department of Public Safety (DPS) overview video, offering self-defense workshops, attending the Continuous Healing Summit, launching a safety survey, and supporting efforts to get the problem property at 1721 University Avenue under control. DPS has also engaged several processes and policies, including the Sanctity of Life Policy, Immigration Policy, and a robust complaint process. The status of our work is listed below, and we will provide an appendix detailing progress, as well as post ongoing updates online.

Items such as mutual aid and demilitarization require greater planning, consultation, and, in some cases, shared governance and University Board of Regent actions. Initial actions in these areas are outlined below, but may evolve over time as these important conversations continue.

To support our systemwide public safety and security needs, we asked the Minnesota Legislature earlier this year for \$100 million in supplemental funding, \$90 million in one-time funds, and \$10 million recurring. We aligned our request to MPact 2025 and the MSafe and Dr. Alexander recommendations. This critical investment would have removed guardrails limiting our ability to act quickly. Unfortunately, the Legislature did not act on the higher education bill this session. Undeterred, we remain committed to prioritizing the resources necessary to continue to move MSafe guidance forward.

## Mutual Aid and UMPD Distinction

Mutual aid is the assistance police departments and other emergency service agencies provide each other when danger cannot be addressed without additional support. This type of cooperation occurs in a variety of public safety circumstances: from large-scale emergencies that span multiple jurisdictions, to incidents that find a community lacking the necessary resources to respond, to nearby officers responding to a 911 call that is not within their primary jurisdiction. The policy of emergency services coming to the aid of others in need is built into the Minnesota law that recognizes the public benefit of mutual aid arrangements. While the provision of assistance is discretionary and takes a variety of forms depending on the safety need, agencies that depend on each other often develop working arrangements or agreements that anticipate hazards and plan for how to respond when collaboration is essential to ensure public safety.

Our University community has long benefited from this type of cooperation, as recently as June 30, when a large-scale emergency adjacent to campus required multi-agency emergency responders. Like other small police departments, UMPD counts on the help of other well-trained officers from departments around the region. Our practice related to mutual aid has been to both request assistance when needed and provide aid to other jurisdictions only when needed and only if we have the available resources. When we reciprocate aid to other communities, we typically partner

with law enforcement and public safety agencies by responding in a supporting role. As noted in the MSafe report, ongoing partnership and coordination with leaders of Minneapolis and St. Paul is key to successful mutual aid.

The variety of circumstances that lead to calls for mutual aid makes it difficult to delineate when UMPD will lend assistance. Calls for emergency help often stem from dynamic and unpredictable situations. For example, traffic or security at a large sporting event can find law enforcement unexpectedly addressing a crowd out of control. That said, the focus of UMPD is to provide emergency aid outside of our jurisdiction when our participation is vital to the life and safety of others and other circumstances, including alignment with UMPD's mission, have been evaluated. In doing so, UMPD is committed to the values articulated in the MSafe report. Respect for the community they serve must be a hallmark of UMPD at all times as UMPD honors its safety mission, guided by law and best practices.

The MSafe report also conveyed understanding that there may be instances where UMPD is asked to assist with off-campus emergencies. The challenge is to build and maintain the trust of the University community as UMPD engages when essential to life and the safety of the public. Recognizing that transparency builds trust, UMPD will issue a notification of its participation in responding to any extraordinary event outside of its primary jurisdiction, including all large-scale events. The notification will detail the level of involvement, the scope of resources provided, and the duration of the service provided. This follows the Alexander recommendation 3.1.2 to clarify if and when UMPD officers are to respond to incidents off-campus and under what parameters. This transparency is designed to hold the University accountable to its goal of extending mutual aid in a manner consistent with its values.

## Weapons and Equipment

The administration has taken action on each of the six recommendations in the weapons and equipment portion of the MSafe Roles and Responsibilities Implementation Action Plan. They include the following:

- We expanded the Blue Phone system and video monitoring, while adding blue light phone 911 towers with cameras and light trailers to the Twin Cities campus perimeter, and work is underway to add more in Dinkytown. We follow state law and UMPD policy regarding how images captured from video monitoring are used.
- The Rave Guardian™ campus safety app was purchased and is now available to all students, faculty, and staff on the Twin Cities campus. The app provides virtual escort to any registered community member, and University Relations, the UMPD Community Engagement Team, the Minnesota Student Association, and other groups promote the app regularly.
- The VITALS app was launched. UMPD subscribes to this app, and it is on all officers' work cell phones. Community members can enroll in service to notify first responders. The service is promoted during "Be Kind to Your Mind" and other communication channels.

- A Body Worn Camera Program has been established and executed, and officers on all campuses have body cameras. A Body Worn Camera Policy is posted on the landing page. Updates to the policy will be posted as needed.
- We are implementing two action plans related to demilitarization. As recommended in the MSafe implementation plan, we intend to engage the University Senate Safety Committee on issues as they relate to the topic of demilitarization moving forward. In addition, all firearms issued to University police officers on the Duluth, Morris, and Twin Cities campuses are standard-issue firearms for civilian police departments in Minnesota and are generally not considered military grade. The University's [administrative response](#) to the University Senate Resolution "On the Demilitarization of All University of Minnesota Policing Forces" outlines additional information on this topic.
- As part of our regular operations and as required by UMPD policy, a review and report of use of weapons by UMPD officers, along with use of force, is done annually. We are currently exploring adding additional unarmed staff to our team.

## Training and Hiring Practices

The administration has taken action on each of the six recommendations in the training and hiring practices portion of the Roles and Responsibilities Implementation Action Plan. They include the following:

- DPS is currently inviting campus partners to participate in hiring processes, and is adding a new interest form to the DPS website to increase campus community involvement in hiring processes.
- DPS is currently implementing hiring practices that are intentional about equity and diversity. In particular, DPS participates in the Pathways to Policing Program, which allows departments to hire individuals who have not taken the traditional path to becoming police officers. Candidates are hired by departments and then put through a Law Enforcement Training Program and become officers in their departments.
- Fair and Impartial Policing LLC provides implicit bias training to UMPD, University Security, and the Public Safety Emergency Communication Center (PSECC).
- The University has partnered with Block by Block to have Safety Guides in the Dinkytown area. Safety Guides provide wayfinding, escort, and safety services.
- UMPD partners with People Incorporated to provide Trauma-Informed Response training to officers.
- University Security operates using a standard access procedure in buildings and around campus.
- Department of Public Safety/UMPD oversight has been transferred to the Senior Vice President for Finance and Operations portfolio (systemwide).
- Response to mental health calls: 911 protocol in place, PSECC director currently working with Hennepin County and other agencies to address. The Behavioral Consultation Team (BCT) and

Employee Threat Assessment Team (ETAT) are also working on additional resources and paths for treatment and help for the University community.

- DPS provides UMPD training information [online](#), including information about the training provider, requirements, frequency, etc.

## Accountability and Communication Policies and Procedures

Many of the recommendations in this section called for reviews that will affect future decision-making and strategic directions. Much of this work is underway, but some involve longer-term projects. Below is a list of activities that the administration has taken action on or directly supports the longer-term recommendations.

- Increased communication
  - The UMPD Community Engagement Team (CET) developed a [DPS YouTube Channel](#), where we will promote DPS videos. To date, we have created and promoted four videos, as well as related marketing materials for students and the public with safety tips, resources, and more.
  - The team also created a web page with departmental statistics, policies and procedures, community complaints and compliments, training, and other information that will give the community a better view of the workings of DPS.
- DPS conducted a [safety survey](#) to gather feedback from students, faculty, and staff about their experiences with DPS. The survey closed in May and the results will help DPS shape future public safety initiatives and how we fulfill some MSafe recommendations.
- The Community Engagement Team attends events around campus and in the surrounding communities. DPS meets with public safety partners bimonthly.
- Student Summit, hosted by the DPS engagement team, was an event to connect with students, student leaders, and student organizations, and to listen to and discuss their questions, comments, ideas, and concerns.
- DPS Sanctity of Life Policy is in place.
- Immigration Policy was already in place.
- We created space on the [DPS website](#) that lists key DPS policies. We review and update policies as needed, or follow our internal schedule.
- The Complaint Process was already in place. There is information on the DPS website and landing page, and the number of public complaints is on the landing page.
- We send regular public safety communications from the Senior Vice President for Finance and Operations (Twin Cities).

- A new DPS mission statement was drafted. The department will engage the community for feedback through the Student Summit and open comments on our website/social media.
  - Current draft: The University of Minnesota Department of Public Safety (DPS) is part of and empowered by the community, and is committed to protecting lives, property, and the rights of all people; to maintaining order; and to enforcing the law impartially. The department is dedicated to providing exceptional service. DPS members will act with the highest degree of professional conduct and continue to be part of the solution for our community's safety.
- The [Daily Crime Log](#) is posted online. It is updated with all UMPD reports each business day. Minneapolis Police Department and other Campus Security Advisor reports are added to the log as they are reported to UMPD.
- The University has an [online request portal](#) for public data requests.

## Moving Forward

With the fulfillment of the MSafe Implementation Committee's charge, and the progress we have made to date in building on their work, we recognize there is much more for us to do to honor our campus community's values and experiences and as we advance our unfinished work. Across this shared commitment, we will continue to work with our partners, including the Campus Safety Committee, and in consultation with our governing bodies. We will continue to provide timely updates as we complete specific initiatives, including through digital and online channels and the senior vice president's safety email messages. And we will work to embed our shared efforts across the implementation of our campus safety plans, as required through MPact 2025, as we continue to listen, learn from each other, and take the necessary steps, however large or small, to move us forward.

\* Below is a June 2022 snapshot of the status of the recommendations by Cedric Alexander and MSafe, grouped together. Ongoing updates and the most up-to-date status will be posted on the DPS website.

## Appendix

### 1. Community Inclusion and Communication in Public Safety webpage

Link to a new section on the Department of Public Safety website called [Community Inclusion and Communication in Public Safety](#), to communicate how we are implementing and operationalizing these recommendations.

### 2. Implementation Status as of June 2022

Dr. Cedric Alexander's report, completed in January 2021, included 64 recommendations in eight areas. In February 2021, President Gabel asked the MSafe co-chairs to help create the MSafe Implementation Team to consider and analyze Alexander's 64 recommendations, consult with

University governance groups and other key University stakeholders and community partners, and provide a final action plan.

The MSafe Implementation Plan presents 32 recommendations from Alexander's report. The recommendations are sorted into four Implementation Action areas that connect with MPact 2025, and are ranked by priority.

When the MSafe Implementation Committee was created, the University of Minnesota was already making progress toward several of Alexander's recommendations. Since the issuance of the MSafe report, the University has continued to make progress on many of the recommendations.

In this appendix, we have listed the recommendations identified by the MSafe Implementation Committee, along with the implementation plan status as of June 2022. This information is a snapshot in time. You can find the most up-to-date information and status on the Department of Public Safety website. The recommendations below are sorted in order of priority from the MSafe report.

<b>Cedric Alexander Recommendation</b>	<b>MSafe Priority</b> (Immediate, high, medium, low)	<b>MSafe Recommended Action Items</b> (Some content summarized for brevity; full details on MSafe Implementation Plan)	<b>University Progress</b> As of June 2022
1.1.7 Increase transparency in UMPD Standard Operating Procedures/General Orders by posting them online.	<b>IMMEDIATELY ACTIONABLE [RELATED TO 1.1.1, 2.1.2, 1.1.6, 3.1.2 and 3.1.4]</b>	On MyU and UMPD's website: (a) post UMPD Policies, Procedures and General Orders and update them each semester (b) post complaint procedures and accountability mechanisms (c) post, and keep current, resources for UMN community members who interact with UMPD (d) create a committee to review and maintain this information that is made up of all UMN stakeholders, (e) create a CPAC or similar committee to oversee UMPD policies, procedures and complaints	Post policies on DPS website and update as needed. Complaint procedures are posted on DPS website. Website lists opportunities to interact with UMPD, such as submitting a complaint, participating in hiring process or other engagement events. Policies meet all state statutes and licensing requirements. Consult on policies as needed or when asked.



<b>Cedric Alexander Recommendation</b>	<b>MSafe Priority</b> (Immediate, high, medium, low)	<b>MSafe Recommended Action Items</b> (Some content summarized for brevity; full details on MSafe Implementation Plan)	<b>University Progress</b> As of June 2022
<p>1.3.1 [Revised]* Convene each of the student cultural centers, international students, BIPOC, LGBTQ+, and those with disabilities or mental health conditions and the faculty, staff and groups that advise them to develop a specific set of recommendations for actions by UMPD and UMN to increase UMN and UMPD collective ability to function in a safe and healthy environment.</p>	<p><b>IMMEDIATELY ACTIONABLE [INFORMS 1.3]</b></p>	<p>Create an inclusive list of all groups who want to participate.</p> <p>Each group is allowed to make its contribution with a comprehensive community recommendation. If there are any conflicting recommendation, they can be discussed and revised in a final recommendation report. This is a process where everyone needs to have a voice.</p> <p>Evaluations/survey from group members reveal their recommendations have been implemented and their voices heard.</p>	<p>DPS and the University will encourage participation in the annual student summit in the spring and leadership summit in the fall. We will also continue conducting the biannual safety survey and using the results to inform our strategies.</p>
<p>3.1.2 Develop a formal operating memorandum of understanding that clarifies if and when UMPD officers are to respond to incidents off-campus and under what parameters.</p>	<p><b>IMMEDIATELY ACTIONABLE [INFORMED BY 3.1, RELATED TO 1.1.1, 1.1.7, 2.1.2 &amp; 3.1.4]</b></p>	<p>Outline when and how UMPD will respond to off campus incidents, the parameters, the expectations of UMPD, and specifically addressing off campus protests, and with which mutual aid agencies by Fall 2022. An important element of off campus protest response is to have an altogether omission of UMPD responding to protests of police violence or restrictions or stronger parameters on when protests when those protests are seen as "public emergencies" but are caused by the agitation of other law enforcement agencies related to suspicion of police violence/brutality.</p> <p>Metric: UMPD crime statistics related to off campus response should be notably less as noted in UMPD's off campus response data.</p>	<p>DPS has memorandums of understanding in place clarifying when UMPD officers will respond to off-campus events. The focus of UMPD is to provide emergency aid outside of our jurisdiction when our participation is vital to the life and safety of others and other circumstances, including alignment with UMPD's mission, have been evaluated. UMPD will issue a notification of its participation in responding to any extraordinary event outside of its primary jurisdiction, including all large-scale events. The notification will detail the level of involvement, scope of resources provided, and duration of the service provided.</p>

<b>Cedric Alexander Recommendation</b>	<b>MSafe Priority</b> (Immediate, high, medium, low)	<b>MSafe Recommended Action Items</b> (Some content summarized for brevity; full details on MSafe Implementation Plan)	<b>University Progress</b> As of June 2022
3.3.1 Address the request for additional officers from UMPD based on the redesign of the policing philosophy, tactics, policies, and practices.	<b>IMMEDIATELY ACTIONABLE</b>	Address efforts to increase a sense of safety by members of the campus community, as well as the sense of safety for those who do not feel safer with a larger police presence.	DPS is in the process of hiring more officers and security staff. This includes Safety Guides in the Dinkytown area. DPS is considering alternative positions such as unarmed non-sworn law enforcement representatives to provide additional uniformed presence on campus during peak times.
3.4.1 Include UMN campus community representatives in the design of the [UMPD] hiring criteria and in the selection process of new hires.	<b>IMMEDIATELY ACTIONABLE</b>	UMN Community Members, including faculty, staff, students and neighborhood members would be a part of the hiring process. UMPD should increase transparency in this process in general, including posting job descriptions, application and hiring criteria and justification for hires. The committee also recommends opening the interview process to the campus, as is done with other UMN hires.	Interview panels include members from HR, faculty, staff, and students. DPS is adding a new interest form to the DPS website to increase campus community involvement in hiring processes.
3.4.2 Require newly hired officers to intern with different student groups as part of their onboarding probationary period.	<b>IMMEDIATELY ACTIONABLE [CONTINGENT UPON 1.3.1]</b>	The Committee did not address this recommendation as a large group, but we generally have concerns about this recommendation due to potential of unintended trauma/harm to student participants.	New officers spend time with the DPS community engagement team participating in events during their field training office process. We also introduce new officers and have them participate in various committees and leadership and student groups.
6.2 [Revised] Expand the Blue Phone system and video monitoring to increase safety while reducing the UMPD presence and footprint, and create a transparent policy regarding how images captured from video monitoring will be used.	<b>IMMEDIATELY ACTIONABLE</b>	1) Create process to annually track effectiveness and survey for suggested updates/revisions. 2) Create accessible document explaining how images captured from video monitoring will be used	We expanded the blue phone system and video monitoring. Additional blue light phone 911 towers with cameras and light trailers have been added to the Twin Cities campus perimeter, and work is underway to add more in Dinkytown.

<b>Cedric Alexander Recommendation</b>	<b>MSafe Priority</b> (Immediate, high, medium, low)	<b>MSafe Recommended Action Items</b> (Some content summarized for brevity; full details on MSafe Implementation Plan)	<b>University Progress</b> As of June 2022
6.4 [Revised] Establish implicit bias training and accountability protocols for those employed as front desk staff to reduce disparate and discriminatory treatment of those attempting to enter respective buildings.	<b>IMMEDIATELY ACTIONABLE</b>	Plan to train all new and existing front desk staff	DPS staff, including University Security, receive implicit bias training through Fair and Impartial Policing LLC. University Security follows a standard access procedure in buildings and around campus.
6.7 Implement a safety app that can act as a 'virtual escort.'	<b>IMMEDIATELY ACTIONABLE</b>	Create process to annually track effectiveness of app and survey for suggested updates/revisions	The University has implemented the Rave Guardian Campus Safety App. Once you register and create a user profile, you may request a virtual escort by selecting the 'Virtual Escort' button, entering the location where you're going and the time it will take to get to your destination. You can invite friends and family to be your "Social Guardian," so they can monitor you along the way. If you don't arrive in the estimated time and your time expires, your selected guardians and Public Safety will be alerted.

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6.8 Consider testing new apps that allow the voluntary sharing of personal information by students with special needs, disabilities, mental health conditions, or other situations that would be improved by the police responding to calls that involve them with the correct information about their conditions or situations, including emergency contacts.	<b>IMMEDIATELY ACTIONABLE</b>	Create process to annually track effectiveness of app and survey for suggested updates/revisions	UMPD subscribes to the Vitals™ app and it is on all officer’s work cell phones. Vitals is an app-based technology that people can opt in to provide first responders and police with real-time information about their emotional, intellectual, and/or developmental disabilities. The app alerts officers or first responders when they come within 80 feet of a person with a condition such as autism, bipolar disorder, or schizophrenia. For those who are signed up, the app provides officers information such as an individual’s demographics, medications, and contact information. Anyone can enroll in Vitals to notify first responders.
1.1.1 [Revised] Develop a campus-wide philosophy of policing/public safety through broad and open input that examines all the options from decreasing police function, to restructuring, to expanding UMPD to address crime increases.	<b>HIGH PRIORITY [RELATED TO 1.1.7, 2.1.2, 3.1.2 &amp; 3.1.4; informs 3.4, 3.4.3]</b>	UMPD develops a clear vision, mission, values, and goals document. UMPD allows community input and ongoing conversation to assess the values every 2 years. Metrics: 1) Safety survey for students and employees on positive changes reflected. 2) UMPD engages in strategic planning and safety initiatives that utilize the vision, mission, and values.	New DPS mission drafted and being consulted. Will be incorporated into strategic planning, including MPact 2025 safety planning.  Conducted safety survey; will publish results summer 2022.

<b>Cedric Alexander Recommendation</b>	<b>MSafe Priority</b> (Immediate, high, medium, low)	<b>MSafe Recommended Action Items</b> (Some content summarized for brevity; full details on MSafe Implementation Plan)	<b>University Progress</b> As of June 2022
<p>1.1.5 [Revised] (a) Develop a periodic review (e.g., every 3 years) formal review process for options to appropriately demilitarize UMPD; (b) Eliminate the presence and use of military-grade weapons vehicles, and other resources (e.g., weapons, vehicles and resources which are used primarily in the military; repurposed military weapon, vehicles and resources); (c) Establish a body to contemporaneously review any future acquisition and use of military-grade weapons, vehicles, technology and other resources on an ongoing basis; (d) Communicate a definition of “military-grade” to the public and to persons with responsibility to engage in purchasing.</p>	<p><b>HIGH PRIORITY</b> <b>[RELATED TO 1.1.5.1]</b></p>	<p>Create a body (e.g., committee) or identify a body (e.g., Senate Safety Committee) that will be responsible for conducting this review by July 2022; Create a definition of "military grade" that will be used to guide this review and decision-making by March 2022</p>	<p>As recommended in the MSafe implementation plan, the administration intends to engage the University Senate Safety Committee on issues as they relate to the topic of demilitarization moving forward. The University’s administrative response to the University Senate Resolution “On the Demilitarization of All University of Minnesota Policing Forces” outlines additional information on this topic.</p>

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1.1.6 Conduct a review of UMPD policies and practices through an inclusive, consultative process to reduce risks to all (officers and campus community)	<b>HIGH PRIORITY [RELATED TO 1.1.7 and 4.3]</b>	<p>Review plan and process identified with goals, strategies, action steps/timeline. Decide whether to have external consultant involved to do preliminary review and make recommendations for next steps by committee comprised of diverse UMN community members.</p> <p>Report of proposed changes and best practices along with an implementation schedule is provided.</p> <p>Changes are made to policies and practices, where needed.</p> <p>There is conversation and willingness to listen among diverse groups to create safety and security in the UMN community.</p>	Policy review occurs on a regular basis and DPS seeks input from various stakeholders and experts.
1.3 Address the unique needs of all UMN campus community stakeholders, particularly those with concerns such as BIPOC, international students, LGBTQ+, and those with disabilities or mental health conditions as an intentional part of the reimagining policing and strengthening UMN's broader efforts to address institutional and historical racism.	<b>HIGH PRIORITY [CONTINGENT UPON 1.3.1]</b>	Individuals from diverse backgrounds, particularly those who are marginalized, have the opportunity to share their experiences and voice concerns regarding police practices to address institutional and historical racism. Develop plan with goals, action steps/timeline to address concerns of diverse UMN members with transparency and accountability.	DPS hosted a student summit in April where campus community members shared their experiences and any concerns with police practices on campus. There is a leadership summit planned for the fall (for MSA, COGS, etc.); DPS will continue to hold a student summit every spring.
2.1.2 [Revised] Prior to conducting a review of UMPD stops, arrests and complaints, clarify "philosophy of policing" as separate from "code of behavior" and update UMPD mission statement with input from community.	<b>HIGH PRIORITY [RELATED TO 1.1.1, 1.1.7, 3.1.2 &amp; 3.1.4]</b>	There is a clear statement on the difference between "philosophy of policing" and "code of behavior". The mission statement is clearly stated with input from UMN community.	Philosophy of policing is captured in new DPS mission statement. Statement is in consultation phase.

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<p>3.1 The President of UMN should work directly with the mayors of Minneapolis and St. Paul to clearly establish the roles and responsibilities for policing the neighborhoods that are contiguous to UMN campuses and facilities and the role of UMPD in responding to the calls for service there.</p>	<p><b>HIGH PRIORITY</b></p>	<p>Goal: Create an interactive map showing UMPD jurisdiction on UMPD's website.</p> <p>Goal: Renegotiate UMPD's Mutual Aid Agreement or create a MOU (in recommendation 3.1.2) and West Command task force responsibilities to align with created vision, mission, and values of serving UMN community by Fall 2022. Specific direction on how to respond to large protests, UMPD's omission from off campus protests of police violence/brutality, and outlining UMPD's response to other student protests both on campus and off campus that includes strategies that don't escalate or unnecessarily agitate student protesting efforts.</p> <p>Steps: UMN President and Minneapolis and St. Paul mayors and community members discuss:  1) What is UMPD's role and partnership with city departments when responding to police violence and protests in the Twin Cities caused by police violence. 2) Either discussion of rezoning or warm hand-offs of investigations that happen "off campus" but close to campus that involve University students. 3) Developing clear roles for each of their respective public safety departments when working together off campus. 4) How increases in neighborhood crime will be handled, crime prevention, and how collaboration between UMPD/MPD/SPD will be communicated to the University community. 5) UMPD's role to responding in non-university neighborhoods with communication plan.</p> <p>Metrics: Share re-negotiated Mutual Aid Agreement or new MOU with public via appropriate communication formats, Fall 2022. The Mutual Aid agreement should include an omission of UMPD's presence to Twin Cities protests about police violence/brutality and that align with UMPD's newly created vision, mission, and values.</p>	<p>U of M President meets with representatives from Minneapolis and St. Paul. DPS has memorandums of understanding in place clarifying when UMPD officers will respond to off-campus events. We revisit and amend as needed.</p>

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<p>3.2 As part of revisioning the role of UMPD on the UMN campus, take a holistic systems approach to defining the roles for UMPD and ways to better link with and integrate more appropriate responses to social issues such as mental health, welfare checks, domestic violence, sexual assaults, disabilities and homeless situations through an integrated Community Safety or Community Response Team.</p>	<p><b>HIGH PRIORITY [INFORMS 3.1.2]</b></p>	<p>Goal: The subcommittee has a large aspirational goal of having a Crisis Response Unit branch (like ambulance services and fire services) embedded within UMPD. The subcommittee believes this requires multiple steps and implementation phases in order for UMPD and the UMN campus to reimagine what a holistic systems approach could look like for our campus and for the country.</p> <p>Steps:</p> <ol style="list-style-type: none"> <li>1) Learn how UMPD currently deals with non-criminal incidents and social issues related to mental health, welfare checks, domestic violence, sexual assaults, disabilities and houseless situations. Support this information with data.</li> <li>2) Conduct research on how other global countries address social services issues in partnership with law enforcement, ie. Japan, Netherlands.</li> <li>3) Create parameters and scope of what UMPD should respond to, and what resources they should contact to provide response or refer agencies, similar to medical emergencies or fire - ultimately adding a social services emergency unit.</li> <li>4) Designate appropriate resources to create a Community Safety/Response Program (UMPD mental health officer, UMPD social worker, CARE program, Boynton Mental Health, Aurora Center, Student Counseling Services, Disability Resource Center) and create response plans within these offices.</li> <li>5) Allocate appropriate resources to those departments who will be apart of the Community Safety/Response Program to be able to assist UMPD without neglecting other departmental responsibilities.</li> <li>6) Create specific ways that the UMN community will be brought into these conversations, changes, and provide accountability, e.g. quarterly presentations on the Community Safety Program to a newly-established Community Oversight board of campus representatives.</li> </ol> <p>Metrics: Measurable data of when UMPD calls Community Safety/Response Program.</p>	<p>The University Behavioral Consultation Team and Employee Threat Assessment Team are working on additional resources and paths for treatment and help for the University community. DPS has a 911 protocol in place when responding to mental health calls. DPS hired a Hennepin County social worker to assist in responding to mental health calls and interactions. UMPD officers have the Vitals™ app on all officer's work cell phones. People can use the app to provide first responders and police with real-time information about their emotional, intellectual, and/or developmental disabilities. The app alerts officers or first responders when they come within 80 feet of a person with a condition such as autism, bipolar disorder, or schizophrenia. For those who are signed up, the app provides officers information such as an individual's demographics, medications, and contact information.</p>



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<p>4.3 [Revised] Increase transparency in training by sharing all components of each training module received by UMPD online, where it doesn't violate the safety of officers. (Include State Statute, including how training is conducted, number of hours, vendors, etc. Explicitly state WHY the training is being conducted, the purpose of each of these components and how these are evaluated short-term and long-term.)</p> <p>[NOTE: MSafe listed this recommendation twice in two different implementation action areas. We are only listing it once here.]</p>	<p><b>HIGH PRIORITY</b> <b>[RELATED TO 1.1.6]</b></p>	<p>Training required by State Statute should be posted on the UMPD website, including how the training is conducted, number of hours, vendors, etc. This should be within the confines of contracts with vendors, including proprietary information. State explicitly WHY the training is being conducted, the purpose of each of these components and how these are evaluated short-term and long-term.</p>	<p>DPS is updating their website to include more detailed training information.</p>

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<p>5.3 [Revised] UMPD shall collect data for all citations and arrests that includes race, gender identity and nationality. This data shall be made public on a weekly basis on the UMPD website. In addition, UMPD shall collate arrest data for the past 5 years, including the factors listed above, and publish it on the UMPD website. UMPD shall track and report (in the manner listed above) all types of offenses cited/arrests, the location of the arrest/citation, the charges and any physical interventions used by UMPD. UMPD shall create and publish policies and procedures for community complaints. These policies and procedures shall be implemented by Fall 2022 with the impact of the neighboring communities, students, staff and faculty.</p>	<p><b>HIGH PRIORITY</b></p>	<p>Identify UMPD staff and processes to collate this data.</p>	<p>DPS reports this data to the Minnesota Bureau of Criminal Apprehension (BCA) using the state's Crime Reporting System (CRS). The system receives and processes both National Incident-Based Reporting System (NIBRS) data which is forwarded to the FBI's Uniform Crime Reporting (UCR) program and Law Enforcement Investigative Search (LEIS). Arrest data sent to the BCA includes age, sex, race, and crime type. Data can be requested from the BCA.</p>
<p>6.6 Ensure officers have less-lethal alternatives and are trained to use them.</p>	<p><b>HIGH PRIORITY</b></p>	<p>1) Communicate less-lethal force alternatives broadly to UMN community 2) Include question in existing climate surveys to determine impact of implementing less-lethal alternatives</p>	<p>Officers receive training on proper use of all equipment. Officers receive tactical and operational training to ensure they are equipped to handle a wide array of issues. Our approach is guided by the DPS mission, vision, values, and goals.</p>

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7.1 Conduct a review of the UMPD complaint process to determine if it needs to be more accessible, transparent, and productive, to identify ways to hold individual officers accountable and improve the UMPD overall performance through changes to policy and practice.	<b>HIGH PRIORITY</b>	<p>Less complaints and less serious complaints over time.</p> <p>Establish a review board constituted of representative voice (graduate and undergraduate students, faculty, staff, postdocs, DPS and UMPD representation)</p> <p>Clear delineation of the 3 aspects of this recommendation: 1) The completion of an updated complaint process 2) identification of any changes needed for holding officers accountable and 3) improve overall UMPD performance 4) Policies are in place and with favorable survey results</p>	DPS has the complaint process and information on their website. Officers cards (provided to people they have contact with) contain information about how to file a complaint.
7.2 [Revised] Form a committee (versus study group) as part of Pillar 1A to review the current accountability structures for UMPD and Department of Public Safety (DPS) and determine if changes should be made for greater accountability and transparency in addressing UMN campus community complaints and concerns. If changes are necessary, recommend alternatives.	<b>HIGH PRIORITY</b>	<p>Committee is in place but does not duplicate the work of other groups.</p> <p>UMPD focus is expanded to include areas that are heavily populated by UMN students (Marcy Holmes, the Chateau, FloCo, The Bridge, Greek houses, West Bank and St. Paul) and there is clear and constant communication about the needs of the UMN community between UMPD and MPD.</p>	The University Senate Safety Committee is formed and can review this information.

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<p>1.1.5.1 [Revised] Establish a process to biennially revisit (a) the use of weapons by UMPD officers (including whether lethal weapons are necessary) and (b) whether certain duties commonly performed by armed UMPD officers could be performed safely by other means, including by other unarmed staff within the Department of Public Safety, such as social workers, Security Advisers, or Security Monitors.</p>	<p><b>MEDIUM PRIORITY</b> <b>[RELATED TO 1.1.5]</b></p>	<p>Create an body (e.g., committee) or identify a body (e.g., Senate Safety Committee) that will be responsible for conducting this review</p>	<p>All firearms issued to University police officers on the Duluth, Morris, and Twin Cities campuses are standard-issue firearms for civilian police departments in Minnesota and are generally not considered military grade.</p>
<p>3.1.4 Coordinate crime prevention and problem-solving efforts with Minneapolis and St. Paul Police Departments in surrounding neighborhoods.</p>	<p><b>MEDIUM PRIORITY</b> <b>[CONTINGENT UPON 3.1 &amp; RELATED TO 1.1.1, 1.1.7, 2.1.2 &amp; 3.1.2]</b></p>	<p>Goal: DPS creates a crime prevention plan by Fall 2023. This document outlines specific policies, procedures, offices, and programs that play a role in the prevention of violence in the surrounding campus community. Focusing on early intervention and proactive engagement, the plan should be multidisciplinary contains violence prevention information in one document.</p> <p>Steps: 1) Share and review sample crime prevention document with UMPD, MPD, SPD by end of summer 2022. 2) Collaborate on crime prevention strategies for on campus and off campus areas connected to the University of Minnesota while also utilizing existing crime prevention strategies. 3) Create document by summer 2023. 4) Publish document by Fall 2023.</p> <p>Metrics: Future completion of strategic goals within the crime prevention tool that can be accomplished.</p>	<p>DPS offers a wealth of crime prevention resources and tools, and continually adds them as resources allow. DPS works to communicate the crime prevention resources available. A new safety campaign will start in August 2022.</p>

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3.4 Align hiring practices and diversity recruitment strategies to fit the revised policing model and newly clarified roles and responsibilities of UMPD officers and staff.	<b>MEDIUM PRIORITY [CONTINGENT UPON 1.1.1]</b>	UMTC minor program should draw on the expertise of UMN community to help us think out of the box and support President Gabel's MPact 2025 statement to "attract, educate, and graduate students who represent the diversity, talent, workforce, and citizenship needs of the future." Align with criminal justice program at Crookston Campus.	The university is exploring a new distributed NXT GEN learning program aimed at meeting the state's workforce development needs in law enforcement and public safety. This accelerated degree program could offer scholarships with the goal to have students hired as UMPD officers. This program could potentially align with CLA Sociology of Law, Criminology, and Justice program.
4.4 (Action underway) Add trauma-informed care to training requirements, sensitize officers to understand how their behavior creates trauma, exacerbates or triggers past trauma and how to police in more healthy ways.	<b>MEDIUM PRIORITY</b>	The Committee did not come to a consensus regarding this recommendation.	Trauma-informed care is a part of DPS training requirements.
6.5 [Revised] a) Conduct lighting review and Crime Prevention Through Environmental Design (CPTED) assessment of UMN campus locations and contiguous neighborhoods to help reduce crime, (b) work with local governments to establish requirements for lighting for property owners and to enforce replacing broken lights, (c) enhance educational efforts	<b>MEDIUM PRIORITY</b>	Provide an update on the current status of a lighting review and Crime Prevention Through Environmental Design assessment. Recommend a lighting review by March 2022	DPS conducted a lighting review as part of the Fall 2021 safety planning. UMN Government Relations continues to work with Minneapolis to improve street lighting in Dinkytown. DPS purchased mobile trailers equipped with additional high-intensity lighting. These trailers are placed in high-density spots and crime-trending areas (program started spring 2022).

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about how to report lighting issues.			
1.1.3 Develop a Sanctity of Life standard that assures everyone makes it home alive at the end of the day	<b>LOW PRIORITY</b>	Inform the University Community that this standard has been adopted by UMPD.	Policy implemented in March 2021 and posted on DPS website.
1.1.5.2 [Revised] Explore options to make it clear to an observer and for purposes of identification that UMPD officers are from and represent the University of Minnesota, such as adding a UMN “M” to the vehicles and duty uniform.	<b>LOW PRIORITY</b>	Identify options for UMPD uniforms and vehicles by March 2022; Solicit comments and feedback from U of M community April/May 2022	Given the low priority status and high cost, no changes to vehicles or uniforms are planned at this time.
1.1.8.1 Issue a statement outlining the UMN approach to immigration issues for non-citizens on campus and the approach UMPD will take, how students, faculty and staff can safely seek support from UMPD as needed.	<b>LOW PRIORITY</b>	Not highly prioritized because sufficient action has already taken place as of November 2021 related to this recommendation.	DPS has a policy that addresses the approach when working with immigration issues.
3.4.3 Ensure that the field training office program (FTO) is realigned to match the renewed philosophy of policing for UMPD.	<b>LOW PRIORITY [CONTINGENT UPON 1.1.1]</b>	Other recommendations need to occur first, specifically 1.1.1 before this recommendation could happen.	Once new mission, vision, values are finalized, it will become part of the field training office program.

\*[Revised] means Cedric Alexander recommendation wording was slightly revised by MSafe Committee.