Reimagining Campus Safety: Evaluating Security Operations in Response to the "Defund Police" Movement
Speakers

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Agenda

• Setting the Stage
• Imperatives for Reimagining Campus Safety
• Q&A Session
Setting the Stage
Movement to Defund the Police

- What does “Defund the Police” mean?
- Impact of the May 25, 2020, killing of George Floyd
- Addressing policy reform and redistribution of responsibilities and resources
How Does This Movement Apply to Colleges and Universities?

• Institutional efforts to dismantle systemic racism
• Reexamination of campus safety and campus police policies, approaches, functions, and practices
• Evaluation of what “safety” means to your particular campus community
Imperatives for Reimagining Campus Safety
Engaging With the Campus Community

- Each institution will be different
- Begin with an acknowledgement of problems
- Implement community policing and engagement initiatives
- Consider liaison programs, proactive crime prevention, and safety programming
- Establish partnerships with traditionally underrepresented communities on campus
- Include reflection, objective assessment, and continuous improvement practices
Creating Accountability

• Build public trust and legitimacy
• Overhaul outdated policies
• Add new systems of incentives and monitoring
• Change training programs and implementation practices
• Prioritize prevention and proactive problem-solving
• Create an oversight board
Improvements Aren’t One-Size-Fits-All

- University of California model
- Yale University model
Implementing a Differential Response Strategy

• Police often respond to situations that are better suited for alternative resources
• Assess campus and community expectations for the campus safety department
• Assign some categories of calls to non-law enforcement responders like resident life staff and mental health professionals
• Develop protocols and train dispatchers to properly triage calls
Enhancing Transparency

• Make your policies, protocols, and other information publicly available

• Require the campus safety department to collect and disseminate data related to use-of-force incidents, stops, arrests, crime reports, and other critical information related to interactions with the community and general public

• Analyze this information and make reports available to the community
Campus Safety Training

• Make officer safety and wellness a focus area
• Train on impartial policing to help officers recognize and challenge implicit bias
• Teach use of force policies, de-escalation techniques, and crisis intervention
• Educate officers about trauma-informed policing
• Train officers about campus resources so they can call them to respond or provide referrals as appropriate
• Budgets must support these training initiatives
Q&A Session
What changes are institutions making to MOUs and other engagements with local police departments?

• Review your mutual aid agreements, MOUs, and other contracts
  • What do they encompass? Do they address your institution’s position on use of force and other policies?
  • Are they up to date? Review and discuss them regularly with local police leadership
How should colleges and universities handle misconduct complaints against campus safety officers?

• Improve policies, practices, and systems related to the reporting and investigation of misconduct complaints

• Assess the training, certifications, and objectiveness of those who conduct misconduct investigations

• Make policies and processes for filing misconduct complaints highly visible to campus and community members
What changes should we make to our policies? What are your thoughts on policies regarding use of force, body cameras, and firearms on campus?

- Evaluate your policy creation and review process
- Assess your campus’ needs and culture to determine the details for individual issues
Closing Thoughts