



Public Safety Advisory Committee (PSAC)  
Report  
Feedback Sessions

September 28/29, 2021

# Agenda

- Welcome and Panel Introductions
- Charge to the Committee
- PSAC Recommendations
- Feedback

# Charge to the Committee

July 2020

President Pollack outlined new initiatives to promote racial justice, including:

- Evaluate and reimagine the university safety and security protocols through a methodical, open, and inclusive process.

# PSAC Report Progress

- Survey and focus groups were conducted to seek community input, in addition committee meetings included other experts; such as the head of public safety at Vanderbilt and our dean of faculty, overseeing the new community response team.
- On July 27, 2021, PSAC submitted its recommendations
- The full report can be viewed on the PSAC website

# AY21 PSAC Membership

## Chair:

Joanne DeStefano, Executive Vice President and Chief Financial Officer

## Committee:

Byrne, Sahara	faculty	Professor, Communication, CALS
Chukwukere, Uche	student	'21, College of Arts and Sciences
Davis-Frost, Liz	graduate student	College of Human Ecology
Haenlin-Mott, Andrea	staff	ADA Coordinator for Facilities
Hodges, Conor	student	'21 College of Arts and Sciences
Krishnan, Kavya	graduate student	College of Agriculture and Life Sciences
Lewis, Mark	faculty	Professor of ORIE, ENG
Mackowski, Joanie	faculty	Associate Professor, English
Margulies, Joe	faculty	Professor of Practice, Law & Government
Ononye, Anuli	student	'22 College of Arts and Sciences
Rogers, Nate	graduate student	College of Engineering

## Ex-Officio:

Burgess, Rick	VP Facility and Campus Services
Honan, Dave	Chief of Police
Matta, Peggy	CUPD Compliance Administration
Radloff, Sam	EVP Executive Assistant

## Recommendation 1:

### Public Statement and Commitment to Enacting Anti-Racist Public Safety

- Statement must acknowledge that policing in the U.S. is a structurally racist institution.
- “By acknowledging that policing can be interpersonally neutral but still have systematically biased outcomes, Cornell will take the first step toward meaningful reform and away from the criminal justice system’s ignoble history of structural racism.”
- The university must commit itself to the principle that legacies of racism continue to influence contemporary public safety structures.
- “This must be a positive, forward-looking commitment to take substantial anti-racist action with regard to public safety reform.”
- Commitment to continuous examination of Cornell’s public safety infrastructure for racism and rectifying all problems found.

## Recommendation 2:

### Develop and Implement an Alternative Public Safety and Response Model

#### Background:

- The data provide evidence that Cornell's public safety system is excessively dependent on CUPD, and is partially responsible for experiences of fear, anxiety, and mistrust which are racially inequitable in distribution.
- Recent analyses of police activity, suggest that police officers are employed even more frequently in situations which do not require their specific skill sets.
- Current public safety practices and the absence of alternative resources to the CUPD are responsible for racially disproportionate impacts, including the current erosion of trust between campus law enforcement and significant portions of the broader Cornell community.
- Students do not feel safe to be around armed police officers

## Recommendation 2 (Cont'd):

### Develop and Implement an Alternative Public Safety and Response Model

#### Recommendations:

- Limit responsibilities of armed CUPD officers in favor of alternative service providers trained to address the health and safety needs of the campus community.
- Create a working group to investigate alternative public safety models (WG-APSM); composed of representative experts and students from across campus.
- Three stages of development in no more than 2 years:
  - Stage 1: Investigate existing models of public safety response in use elsewhere
  - Stage 2: Conduct an analysis of Cornell Calls for service and current university public and health safety operations
  - Stage 3: Build, test, and deliver a user-manual for public safety responses
- Second year of implementation should involve practical execution including hiring leadership, staff, training, etc.

## Recommendation 3:

### Design and Implementation of Educational Campaign for Public Safety Calls

People understand that they can call 911 in an emergency; however few people know when not to call 911. There is a growing need for targeted and well-coordinated public education efforts about how to use 911 appropriately.

#### Recommendation:

- Build and launch a public health and safety education campaign regarding what resources are available to community members and under what circumstances they should — and should not — be requested.
  - “The design of this campaign will likely require the focus and expertise of an outside vendor and should include the perspectives of members of the PSAC, the WG-APSM, telecommunications officers (dispatchers), campus public health and safety institutions (CUPD, Community Response Teams, Cornell Health), students, faculty, staff, and other stakeholders as needed.”

## **Recommendation 4:**

### **Diversification of the Public Safety Workforce throughout an Inclusive Process**

#### **RECRUITMENT**

##### **Recommendations:**

- Dedicate substantial resources to a national recruitment campaign to hire officers, responders, and dispatchers from diverse backgrounds.
- PSAC endorses the current preferences:
  - For applicants with no prior law enforcement experience.
  - For all applicants to have a college degree or equivalent experience, so long as this preference does not become a barrier to increasing diversity.
- Public safety worker pay and benefits be reevaluated and, if necessary, enhanced.

## Recommendation 4 (Cont'd):

# Diversification of the Public Safety Workforce throughout an Inclusive Process

## TRAINING

### Recommendations:

- Redouble efforts to encourage an understanding and empathetic mindset among all public safety staff, including CUPD, emphasizing that it is responders' responsibility to reach the students as and who they are.
- Create a continuing education curriculum for all public safety staff, including CUPD, selected from existing Cornell classes.
  - Curriculum should be designed by faculty and/or a group designated by the university's Center for Antiracist, Just, and Equitable Futures, which will determine prerequisites, duration, and modes of evaluation. This is not intended to become an undue burden of work.

## **Recommendation 4 (Cont'd):**

### **Diversification of the Public Safety Workforce throughout an Inclusive Process**

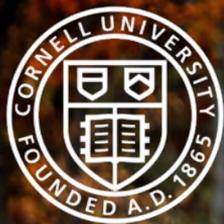
#### **DEPLOYMENT**

##### **Recommendations:**

- Limit the visibility and deployment of weapons, body armor, and tactical equipment, where practical.
- Replace vehicle patrols with foot and/or bike patrols, where practical.
- Future PSAC committee should evaluate and recommend improvements to Cornell's public safety oversight, complaint review, and internal investigation policies and structure.

# Update

- On August 10, 2021, President Pollack issued a response in general support of the PSAC report.
- Ryan Lombardi will join as co-chair of PSAC due to overlap of some public safety responsibilities within SCL organization
- Current planning of AY22 meetings are under way
- Conduct report feedback sessions September 28/29
- Hire consultant to assist workgroups to refine the thematic recommendations.
  - RFP's have gone out to four firms



Feedback Welcome!