

College of Marin
Police Services Task Force
Draft Report and Recommendations
Spring 2022

I. Introduction

In Spring of 2021, the Planning Resource Allocation Committee (PRAC) made a non-monetary recommendation to Dr. David Wain Coon that the District empower a task force to assess policing and public safety and its future at the College and encouraged the assessment to be aligned with the Chancellor's Office Campus Police Reform Task Force. As a result of this recommendation, Dr. Coon committed to establishing a task force that would convene in Fall 2021 and would initially focus its efforts on gaining a full understanding of the current philosophy of campus policing, the mission and philosophy of COM's Police Department, policies and procedures that govern COM's Police Department, services that COM's Police Department provides, and the practices that reflect the current functioning of COM's Police Department. This work, in large part, was to build upon the program review that was recently completed by Chief Marozick and his departmental staff in Spring 2021. Additionally, the task force would leverage the work of the Chancellor's Office Campus Police Reform Task Force responsible to:

- Provide recommendations on baseline policies and regulations related to on-campus policing that bring policies into alignment with best practices related to community-based and evidence-based policing, and state/county policing reforms
- Provide recommendations on establishing a baseline for and increasing transparency of system and campus reporting on campus policing data and incidents to students and the public
- Develop policy on recruitment and hiring to promote diversity among campus police
- Develop policy for the removal of police officers found to be unsuitable for on-campus employment
- Inform strategies for state-level support and resources that will enhance campus efforts to reform campus and community police practices and police personnel workforce reforms

The CCPR Task Force was scheduled to complete its work and make its recommendations in January 2022.

II. Methodological Approach

The COM Police Services Task Force convened its first meeting on October 28, 2021 where Dr. Coon reviewed the Task Force's charge and next steps. The Task Force consisted of two representatives from each of the faculty, staff, administration, students,

and community. The Task Force was chaired by Dr. Stormy Miller Sabia and reported directly to Dr. Coon. Jeff Marozick, Chief of Police, and Nekoda Harris, Executive Director of Human Resources, served as a resource to the Task Force. Nekoda Harris also represented COM on the CCPR Task Force. Other resources beyond those identified in this report were not identified.

Task Force Membership

Fernanda Davila – Student

Sadika Sulaiman Hara – Student Activities and Advocacy

Gina Longo – Enrollment Services

Colleen Mihal – Communications

Dave Patterson – Library

Annie Ricciuti – College Services

Stormy Miller Sabia – Student Accessibility & Psychological Services

Rion Smith – English and Humanities

Jeff Marozick – COM Police Department, *Resource*

Nekoda Harris – Human Resources, *Resource*

The Task Force was provided the CCPR Task Force briefing book in October 2021 by Nekoda Harris. The briefing highlighted the driving imperatives of the CCPR Task Force in addition to their charge that would guide our local task force's work.

The Task Force held six meetings between November 2021 and March 2022, which were largely devoted to reviewing the COM Police Department Program Review (2021-2027). Chief Marozick presented the content and Task Force members were provided ample opportunity to ask questions and provide comment based on information reflected in the program review document and reported during Task Force meetings. Questions related to the Campus Climate and Safety Survey, RIPA demographic data, student engagement, relationship of police within society and systemic issues related to policing in communities of color and violence, and Police Department staffing emerged and informed process.

COM Police Department Staffing

As referenced, an important area of Task Force discourse related to COM Police Department staffing and the filling of vacancies. While one of the recommendations represents the opinion of the majority of Task Force members, it's important to elucidate the process and thinking around this specific request.

As part of Chief Marozick's Police Department Program Review process, the Task Force learned of two established vacancies – Police Officer and Sergeant. Five of the Task Force members suggested approaches that speak to re-allocating responsibilities from COM Police and restructuring duties that may not call for Police Department engagement

(i.e., unlocking of campus building and doors) and hiring first responders trained in supporting individuals and students in crisis and distress. Task Force statements on staffing included, “I’d much rather see that money spent on a new position -- a mental health worker with training and experience in first responding” and “I recommend considering that if any staffing is added to the police department that they be a professional who specializes as a first responder in social work and community support. I believe this would complement the direction we are moving with centering equity – I believe that this could be a strong collaborative position between our CARE areas and focus on proactive instead of reactive response tactics.” Additionally, “Instead of adding a sergeant or another officer, I support adding a first responder who specializes in mental health crisis support and social work. Something similar to the immensely successful behavioral and medical health clinician teams in Denver and other areas. I have had students in crisis and been unable to find needed support. On more than one occasion, I have had to leave class with a student in crisis and seek help.”

One member expressed sentiments in support of the filling of vacancies emphasizing “the sergeant and officer positions are not additional positions requested by the Chief, but rather, current existing staff positions that are vacant. It would not be adding additional funds to the police budget, but rather filling positions that already exist. If it is decided not to do so, this means we are actually reducing the staffing in the police department, which I wholeheartedly do not support.”

Draft recommendations from the CCPR were disseminated to the Task Force in February 2022 in addition to the proposed revisions and analysis of Title 5 CCR related to campus climate and public safety. Task Force members were kept apprised of all Chancellor’s Office notices regarding regulatory action.

In March of 2022, the Task Force began a more intentional review of CCPR Task Force recommendations aiming to identify specific charges and recommendations at the state level that aligned with our specific community work and needs.

III. Recommendations

The CCPR Task Force identified five charges and 20 recommendations that were categorized based on their respective charge and theme. The charges include:

1. Baseline policies and regulations related to on campus policing that bring policies into alignment with best practices
2. Increasing transparency of system and campus reporting on campus policing data and incidents to students and the public
3. Develop policy on recruitment and hiring to promote diversity among campus police

4. Develop policy for the removal of police officers found to be unsuitable for on-campus employment
5. Inform strategies for state-level support and resources that will enhance campus efforts to reform campus & community police practices and police personnel workforce reforms

Upon review of the CCPR charges and recommendations, the COM Police Services Task Force determined the following 14 recommendations specifically for COM. The CCPR recommendation(s) that most closely align with COM's recommendation(s) are identified numerically following the recommendation:

1. Establish a Campus Police Advisory inclusive of multiple stakeholders such as students, faculty, staff, and community partners to ensure accountability and collaborative engagement around campus policing and public safety. This should be an independent advisory with COM Police serving as a resource. Ensure funding and resources allocation supports robust Police Advisory ongoing work. (#1)
2. Continue prioritization, integration, and commitment toward Diversity, Equity, Inclusion, and Access in all campus policing and public safety activity and efforts. This should be reflected in data collection and disaggregation, reporting, engagement of stakeholders, hiring practices, and professional learning. We recommend the Campus Police Advisory engage with PRIE and the IRB in the research design and data collection process. (#2)
3. Engage students in campus policing reforms and accountability efforts. Ensure students are provided a wide variety of means for engagement including representation on Campus Police Advisory, focus groups, surveys, and outreach opportunities. (#3)
4. Establish an external reporting process for civil concerns toward COM Police Department that can be submitted to the Police Advisory or independent organization. Prioritize anonymity in the process and ease in accessing and completing the complaint process. (#3)
5. Evaluate procedures related to internal and external COM Police complaints and decision-making authority for removal of officers, including when campuses contract with local police agencies. We recommend revisions to align with transparency, accountability, equity, antiracism and police mission. (#13)
6. Re-imagine the structure of COM Police and re-allocate responsibilities that do not require law enforcement or security engagement (i.e., unlocking campus buildings and doors). Engage COM Police in determining what responsibilities could be re-allocated to other departments. We recommend the Campus Police Advisory take the lead in this effort. (#4)
7. Expand the category of "first responders" to include mental health professionals, social workers, CARE trained faculty, staff, and administrators, as well as other counselors, to minimize unnecessary police interactions and mitigate escalation. (#4)

8. Re-design COM Police professional learning opportunities to promote inclusive and equitable student-centered guiding principles for campus police and staff/faculty for productive interpersonal interactions (e.g., training on de-escalation techniques, crisis intervention, anti-racism and understanding the identities of the students we serve, peer intervention, interrupting bias). (#5)
9. Ensure regular and transparent reporting (i.e., weekly logs) on police interactions, campus climate, and annual reporting reflecting COM policing performance. Examples of necessary reporting include stop and arrest tracking with race/ethnicity data. Ensure reporting disaggregates data on interactions and performance speaks to professional learning efforts that align with institutional priorities around anti-racism, access, and equity; (#7 & #8)
10. Embed Diversity, Equity, Inclusion, Anti-racism, and Access standards into campus policing performance evaluations to promote an equitable and inclusive campus and workplace culture. We recommend the Campus Police Advisory, EEO Advisory, and IDEA lead in this effort with SEIU engagement. (#11)
11. Investigate organizational re-alignment of Campus Police and where personnel and duties might best support the institutions work of advancing anti-racism and equity. (#20)
12. Examine current practices and create transparent protocols for conditions under which COM administration, faculty, and staff should call for police or other individuals/departments for intervention. Engage all employees in restorative justice training and trauma informed systems training facilitated by an external entity. We recommend the Campus Police Advisory take the lead in this effort. (#19)
13. In light of the May 12, 2022 notification on behalf of Campus Police and review of Campus Police Program Review, create campus guidelines regarding the purchase, installation, and use of police surveillance equipment. Require approval for Police requests for surveillance equipment including, but not limited to, drones and unmanned aerial vehicles, mobile communications units, pole and other cameras, recognition software (face, iris, tattoo, etc.), cell site simulators, automated license plate readers.
14. To ensure alignment with institutional priorities, assess all revenue streams supporting Campus Police for ethical fiscal appropriations (i.e., citation and parking revenue, debt collection contractors, etc.). We recommend the Campus Police Advisory and PRAC take the lead in this effort with Fiscal's engagement.

IV. Summary

In summary, the Campus Police Task Force highlights 14 recommendations aligned with the CCPR recommendations and recommendations specific to COM institutional work and needs. It's important to note this work is a result of institutional recognition of the harm that has been inflicted on communities of color, specifically Black and African American communities, as a result of policing. We recognize these are systemic issues rooted in the militarization of police, white supremacy, and racism, and the College of

Marin is not exempt from these experiences impacting the broader community. To operate as a trauma-informed campus, we must acknowledge how policing impacts educational access and success, student help-seeking behaviors, and overall campus community mental health.

In order to advance these efforts, we recommend prioritizing the formation of a Campus Police Advisory. It may be necessary for advisory members to engage in an exploratory phase involving longitudinal data collection on police budget, personnel, and campus demographics in addition to a review of the literature on policing in America.

The Campus Police Task Force offers these recommendations as a means to carry out next steps and institutionalize ongoing work.

V. Resources

[Proposed Revisions to Title 5, California Code of Regulations,](#)

[Analysis of Proposed Campus Climate and Public Safety](#)

[COM Police Services Task Force Lib Guide](#)

[Annual Campus Security Report](#)

[Daily Crime Log](#)

[Marin report urges changes in policing at schools](#)

[Citizen Complaint Form](#)

[SFPD Crisis Intervention Team](#)

[Marin Health and Human Services Mobile Crisis Team](#)

[The Rise of the Warrior Cop](#)