

April 23, 2021

Mary Gauvain  
UC Academic Senate Chair

Re: **Universitywide Police Policies and Administrative Procedures**

Dear Chair Gauvain,

As always, the UCLA Division appreciates the opportunity to review and evaluate proposed systemwide policies. At its April 15, 2021, meeting the UCLA Executive Board had an extensive discussion based upon the committee responses (attached) to OP's proposed Police Policies and Administrative Procedures. Although we have some specific comments below, the Executive Board concurs with the position of the Committee on Diversity, Equity, and Inclusion (CODEI) that responding in a normal fashion to the proposals would:

be tacitly to validate the process through which these documents were generated and also to deflect attention from the larger context in which campus policing issues can most fruitfully be considered. With regard to the process, it appears that most University of California stakeholders were not represented in the deliberations that led to these proposals. Of particular relevance to the Academic Senate, what was the extent of faculty input? Presenting these proposals without an open and thorough discussion by the diverse members of the UC community who will be directly affected by them will likely reinforce anxieties held by many regarding a lack of transparency, openness, and willingness to collaborate on the part of UC policing policymakers. Indeed, the extent to which feedback from the Academic Senate can have any impact whatsoever on these proposals at this point is unclear.


Indeed, it strikes us as remarkable that at a moment of widespread, and overdue, debate on the nature of policing that the University would consider a set of proposals that promises to increase the militarized nature of UCPD. As you know, for at least the last year faculty and students throughout the System have called for a serious rethinking of the practices and tools of public safety. Here at UCLA the Divest/Invest Faculty Coalition has forcefully called for a redirection of university funds towards alternative investments in community safety, public health, and forms of mutual support. In addition, UCLA is embarking on a process to examine ways to transform the means we deploy to ensure public safety. And of course, in June of 2020 the Academic Council itself, called for a process that would redirect funding from the UCPD and substantially reduce its use of force. All of these efforts have been seemingly ignored in the proposed revisions to the "Gold Book." We have in addition heard expressions of outrage from faculty about both the process and the substance of the proposal. We can hardly blame them.

Although we hesitate to comment in a way that might be taken to grant legitimacy to the proposal, we do think that it necessary to highlight particular aspects as **examples** of the overall flawed nature of the proposal:

1. As the Council on Planning and Budget (CPB) pointed out, the proposed policy provides a wide range of options for the use of “pain compliance” techniques. Given the likelihood that these could be applied to peaceful protestors, the Executive Board seconds CPB’s concern that “these techniques could be applied based on very broad definitions of non-compliance (verbal non-compliance included ‘pleading’ or ‘physical gestures, stances, and observable mannerisms’ (2) or ‘subjects who remain in a sitting, standing, or limp or prone positions without holding on to fixed objects or other persons in an attempt to delay or resist arrest’).” In fact, as we will discuss below the entire document intensifies the possibility of militarized responses to student and faculty protest.
2. We were equally concerned by the many opportunities provided for officers to stop their video recording. The opportunity for an officer or officers who acted in violation of policy to choose to shut off their cameras at crucial moments is enabled by a wide range of cutouts. (Section 1506).
3. We also strongly object to the establishment of the **Systemwide Response Team (SRT)** (Chapter 16). The SRT runs counter to all of the University’s promises to seek new paths towards public safety as well as statements by the President and others about their concerns over police violence. Instead, the SRT will deepen the military characteristics of the UCPD, increase the likelihood that violence will be used against protestors, and violate the civil liberties and rights of members of the UC and California communities.

We mention these three points not to indicate that they are the only problematic aspect of the proposal. Instead, they are merely three symptoms of a larger failure on the part of the University to take seriously the arguments and concerns expressed by last year’s Academic Council, as well as by faculty, staff, and students across the system. We are disappointed that the Administration did not distribute their proposal to all employees and students. We strongly urge the Academic Council to reject the proposed Police Policies and Administrative Procedures and to call on the Office of the President to engage in a serious process of reimagining policing and public safety on UC campuses.

Sincerely,



Shane White  
Chair, UCLA Academic Senate

Encl.

Cc: Jody Kreiman, Vice Chair/Chair-Elect, UCLA Academic Senate  
Michael Meranze, Immediate Past Chair, UCLA Academic Senate  
April de Stefano, Executive Director, UCLA Academic Senate