



Public Safety Advisory Committee (PSAC) Update

Board of Trustees

May 28, 2021

Agenda

- **Overview of Process**
 - PSAC Charge and Context
 - Community Outreach
- **Key Data Findings**
 - Survey
 - On-line Forum and Focus Groups
- **Likely PSAC Recommendations**
- **Next Steps**

Overview of Process

Charge, 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.*
- The Public Safety Advisory Committee (PSAC) which exists due to a state education law requirement was given the charge
 - Four faculty, three graduate students, three undergraduate students, one staff member, plus administrative support

Overview of Process

Context

- Student Assembly (SA) submitted two resolutions on policing, one calling for disassociation from the local Ithaca police force and another calling for the disarmament of Cornell Police. Both were rejected by administration.
- There is concern and fear in part of our community and all community members have a right to feel safe on our campus
- Peer institutions are all grappling with same issues:
 - EVP Peers -had a session on this topic at our semi-annual meeting
 - Columbia -reached out after hearing about our work
 - Harvard -hired consultant to review their policing policies and protocols
 - Northwestern -had a consultant review
 - Vanderbilt -hired new leadership to transform public safety function
 - Washington -initiated many changes to address campus concerns
 - Yale -attended a session on how they are addressing the campus concerns

Overview of Process

Community Outreach

- Committee met 17 times
 - Reviewed CUPD policies and protocols, session on history on policing, session on systemic racism, invited Vanderbilt police chief, Dean of Students discussed the new Community Response Team
- Campus survey sent to all faculty, staff, and students
- A five day online forum and focus groups were conducted by a third party consultant
- Met with CUPD leadership team twice to discuss the initiative
- A campus forum was held to share the survey and focus group results

The Survey

- Fielded between February 8-17, 2021
- 36,646 faculty, staff, and students invited
- 7,615 completed survey (22%)
 - 3,685 student (17%)
 - 2,889 staff (34%)
 - 1,041 academic (25%)
- Over 1,000 expressed interest in further discussion
- Over 9,000 narrative responses to three open ended questions
- Full report issued in April 2021 – located on PSAC website
- A campus forum was held to share the survey and focus group results, as well as open invitation to the campus community so send in additional questions

The Survey

Key Findings

- Overall 7% dissatisfaction with CUPD
 - Black students nearly three times as likely to express dissatisfaction
- 38% of respondents are uneasy/worse in presence of off-campus armed police
 - 44% of students and 69% of black students
- 30% of respondents are uneasy/worse in presence of armed CUPD
 - 35% of students and 58% of black students
- Many community members have little/no interaction with CUPD
- Community sentiment on armed officers conducting personal safety checks challenges “status quo”
- Wide ranging views on vision for public safety, requires further discussion, deliberation, and analysis

On-line Forum and Focus Groups

- Southpaw Insights hired as a third-party consultant and facilitator
- Anyone who expressed interest from the survey was invited to participate (over 1,000)
 - 400 responded
 - Screener process used to ensure broad representation
 - 122 invited, 90 participated
- Asynchronous online discussion board over 5 days – 40 participants
- 11 focus groups with 50 students, staff, and faculty
- Full report issued in May 2021 – located on PSAC website

Online Forum and Focus Groups

Key Findings

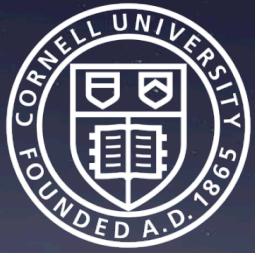
- Most community feels safe and is appreciative of the CUPD. The CUPDs presence and ability to respond is highly valued.
- There is significant concern about experiences where the CUPD has had perceived biased responses.
- CUPD is perceived to be a “friend of the community” for majority groups but much more aggressive toward students of color or other underrepresented minorities.
- There is also concern about officers being armed at all times as well as officers responding to mental health issues as part of their duties.
- The community would like to see concrete changes that will push Cornell forward as leading the charge toward better public safety policies.

Likely Thematic PSAC Recommendations

- Public acknowledgment by university leadership of the history of crime prevention structures in the US
- Define public safety and the role of the police and alternate service providers
- Establish a working group to design alternate safety models
- Develop a public education campaign regarding CUPD and alternate providers' roles
- Recruit, train, deploy, and support a diverse public safety workforce through an inclusive process

Next Steps

- Submit initial recommendations by June 20, 2021
- Identify any quick wins that can be implemented over summer
- Add Ryan Lombardi as co-chair of PSAC due to overlap of some public safety responsibilities within his organization
- Hold listening sessions in the fall
- Establish workgroups with appropriate knowledge/expertise to refine the thematic recommendations
- Complete the additional discussions, research, and work groups by December 2021
- Begin implementation Spring 2022



PSAC Membership

Chair:

Joanne DeStefano, Executive Vice President and Chief Financial Officer

Committee:

Byrne, Sahara	faculty	Professor, Communications, 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

Administrative Support:

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