



### Questions and Answers from:

Town Hall: Promising Practices in UNM Campus Public Safety

Event Date: September 24<sup>th</sup> from 4:00 – 5:30 PM

Video link:

<https://diverse.unm.edu/resources/videos.html>

### Questions and Answers from UNM Police Department and UNM Leadership

#### UNMPD's Relationship with the University Campus Community

1. How do you carry out the work of campus safety at a Hispanic-Serving Institution? (i.e., How does UNMPD customize their services for students whose communities may have been traumatized by law enforcement?)
  - UNMPD strives to carry out the work of policing fairly and impartially regardless if it is a Hispanic-Serving Institution or Predominantly White Institution. The goal within policing is to develop competencies to work with all citizens within the community regardless of the differences.
  - UNMPD is aware that negative attitudes toward policing does exist and that negative experiences with Law Enforcement have occurred among UNM staff, faculty, and students from diverse backgrounds and locations, to include the international members of our community. There are a few ways that UNMPD customizes service to the community like participation in student orientations, as well as consistently meeting with International Students. This past year, UNMPD also met with Ethnic Center Directors to figure out how we can better communicate with each of the centers. Through our Community Policing Advisory Committee we plan to gather information through a survey to better understand the issues on campus in an effort to dialogue with our UNM community toward collaborative ideas and solutions.
  - In our Standard Operating Procedure, under the section “Law Enforcement Code of Ethics,” subsection—***Performance of the Duties of a Police Officer***: *A police officer performs all duties impartially, without favor, affection, or ill will and without regard to status, sex, race, religion, political belief, or aspiration. All citizens are treated equally with courtesy, consideration, and dignity. Officers shall not allow personal feelings, animosities, or friendships to influence official conduct. Laws are enforced appropriately and courteously and, in carrying out their responsibilities, officers strive to obtain maximum cooperation from the public. They conduct themselves, in appearance and manner, in a way that inspires confidence and respect for the position of public trust they hold.*
2. What are the best ways to engage UNMPD in the UNM educational mission? (e.g. campus partners would like to invite UNMPD to participate in events, not fully uniformed but perhaps in polos, just hanging out, but UNMPD are rarely available.)

*It was suggested that we set up social events periodically at the Ethnic Centers with officers as a way to become familiar with the staff and students there, and they with us. It would allow officers to interact, answer questions, and build more confidence in our department.*

- UNMPD has been involved with implementing community policing strategies for the last couple of years; that's really a vehicle in which there can be dialogue, exchange, and engagement, and it provides ways for faculty, staff, students and officers to get to know each other. Community policing works best when we can get to know one another personally.
  - UNMPD would welcome an invitation by professors to speak in some of their classrooms. Officers could visit classrooms and participate in building relevant educational blocks throughout each semester.
  - Chief Silva indicates that he has checked with UNMPD staff and they are not aware of any requests from the community that have gone unanswered. Detective Young has been meeting with Ethnic Centers, Student Groups, and Resource Centers on campus to try to create events that would foster a better relationship with officers, give community members the opportunity to interact and ask questions, and give the officers who work different shifts the ability to connect with these groups. There have been many obstacles which have prevented these events from occurring. In March 2020, she met with African American Student Services, American Indian Student Services, and El Centro de la Raza to plan a barbeque with officers. This event was postponed due to COVID-19.
  - According to Interim Chief Silva, casual interaction during scheduled events provide our community with a better understanding of what UNMPD does on campus. This is also an opportunity for the community to be able to approach officers, to ask questions or get assistance. Currently we are working on resource training for officers so that we can share valuable tools to encourage problem solving on campus, and to prevent issues from escalating into incidents where officer intervention is necessary. We welcome the opportunity to meet with any groups within our UNM community.
3. Albuquerque Police Department Substation on campus (on Girard and Central): how many officers are assigned there?
- The substation is not on campus and staffing varies. The APD officers at this substation don't typically respond to any calls on campus, unless it is requested by someone from UNMPD. UNMPD normally contacts the Albuquerque Police Department's Dispatch Center and not the substation if assistance is needed from Albuquerque Police Department. Our understanding is that the Triangle Substation is staffed only during certain hours.
4. What is UNMPD's approach to unsheltered/homeless people on campus?
- UNM police are typically unaware of those on campus who are homeless unless they disclose such information. However, if someone on campus needs resources for food, shelter, clothing, or medical services, officers provide information for those services.

- Transients, whether homeless or not, frequent the campus and cause concern for the safety of our community. Oftentimes they leave behind trash and human waste, which is definitely unpleasant and unsanitary for all of us here on campus. UNMPD regularly responds to complaints or concerns from our staff, faculty, and students who claim to be bothered or harassed by individuals loitering or camping on campus, which is oftentimes a violation of our campus policy.
5. How does UNMPD plan to distinguish themselves from the public perception of police given our current climate?
- UNMPD serves the UNM community. Through community policing and more campus involvement, this will become more apparent. We are members of UNM staff and care deeply the UNM mission and values.
  - UNMPD does not identify themselves with federal, state, county, or local law enforcement agencies whose primary function and training are to respond by quelling the situation at hand in the most expeditious manner possible. UNMPD recognizes that campus policing is different from urban policing and understands that their constituents are in an environment of higher learning and that their interactions demand a more interactive approach to resolving the matter(s) at hand rather than the typical police response of incarcerations or mediation—dialog is paramount with all interactions of the UNM community and UNMPD.
6. Why were snipers on the Architecture Building?
- According to Police Chief Silva, tactical officers from the New Mexico State Police took a position on the rooftop of Pearl Hall after being informed by APD that there were people armed with firearms who were in with the crowd of protestors. The purpose of the State Police’s position was to provide overall security for the event, gather information from an overlooked position, and identify any threats to the peaceful protesters.
7. How can we address the substantive concern that protestors, social justice advocates and people of color are “over-policed” at UNM (e.g. white supremacist speakers on campus - Milo Yiannopoulos event with police on horses and perceptions that they were threatening and intimidating peaceful protestors)? Why weren’t police protecting students/faculty/staff instead? (regarding Milo Yiannopoulos event)
- The purpose of police being at any protest or large event would be for the safety and security of everyone present. The police department typically does not have control over some events that are brought to campus, even if there is a potential that things could turn violent, which was the case during the Milo Yiannopoulos event. There were reports prior to this event that violent interactions were occurring at some of these Milo events around the country.
  - In order to protect people and property, we staffed this event with multiple agencies. New Mexico State Police headed the security detail, being that UNM is considered a state property. All events have different security issues and must be staffed appropriately to handle any potential emergency situation that may arise. The Milo event had significant potential to become violent,

which necessitated the presence of additional police and staff. Ultimately, these measures prevented the property damage and injuries that had occurred in other venues.

### **UNMPD's Relationship with Other Law Enforcement Agencies**

8. How does UNMPD collaborate with other law enforcement agencies?
  - UNMPD has Mutual Aid Agreements with most of the local law enforcement agencies operating in the metro area. These agreements exist between agencies to assist before, during and after an emergency event like natural disasters, HAZMAT situations, terrorist attacks, an active shooter event, or any other incident or event that could overwhelm a department's ability to respond. These agreements facilitate the rapid mobilization of personnel, equipment, and supplies.
  - Crimes and critical events oftentimes cross jurisdictional boundaries so when one department needs assistance or backup, other law enforcement agencies cooperate and/or provide support in whatever way they can to ensure public safety.
  
9. What are Standard Operating Procedures/criteria for other law enforcement agencies' presence at UNM? Who decides what warrants an emergency that requires police (Albuquerque Police Department, FBI, New Mexico State Police, etc.) intervention?
  - There are a number of incidences where an outside agency could be requested or required based on the call but in most circumstances, it is done with the consult of UNMPD's chain of command. Some situations where outside agencies may need to be requested are within our Standard Operating Procedures. However, other situations may require that an outside agency handle the call such as a HAZMAT or explosive device type call or an incident and/or event that requires a state or federal response. Most of these situations have established protocol, whether local, state or federal.
  
10. When other law enforcement agencies provide back-up to Albuquerque Police Department, who pays? (e.g. Byron Piatt indicated that for previous event with Milo Yiannopoulos, UNM did not pay for outside law enforcement.)
  - Typically, law enforcement agencies don't "charge" each other for support/services, especially in emergency situations. However, mutual aid agreements can include provisions if costly services are requested, but usually, law enforcement agencies absorb these types of costs as an "agency assist," which is included in some budgets.
  
11. What are the jurisdictional roles of the UNMPD relative to other law enforcement agencies?
  - All UNMPD officers are cross commissioned through the Bernalillo County Sheriff's Office and can enforce laws within any part of the county. However, UNMPD officers are expected to

work primarily within the jurisdictional boundaries of UNM, unless exigent circumstances dictate otherwise.

12. Are there security officers that are not armed police?

- Yes, but security is limited in scope and responsibility, and security officers regularly call for police, especially when criminal investigations and/or arrest powers are needed. For example, UNM Hospital Security frequently requests a police response to deal with everything from a physically disorderly patient to battery on a healthcare worker.

13. How do we distinguish UNMPD, Albuquerque Police Department, New Mexico State Police, Bernalillo County Sheriff's Department and other law enforcement agencies, and what are other agencies' view of rules of engagement at UNM?

- UNMPD's mission statement is tied directly and specific to UNM and our officers are clearly identified as UNM Police Officers. "Rules of engagement" is a term typically used by military units and is not an appropriate phrase to describe law enforcement/citizen interactions.
- In short, all law enforcement agencies, including UNMP, are easily distinguished by their uniforms, agency branding (patches) and vehicle markings/identifiers.

14. What are the channels that Albuquerque Police Department, New Mexico State Police and UNM Police Department utilize for communication?

- It is unclear by the question what is meant by "channels." However, like most organizational entities, police departments use phones, emails, etc. to contact each other. Although, if the question is related to radio channels, we usually have a common channel that we can work from if needed. Moreover, there is interoperability technology that some departments use or have access to that can communicate with the most common type of radio systems.

15. Can we review effectiveness of Securitas at UNM? Are they trained to respect UNM values?

- The only involvement UNMPD has with outside security companies as to their level of training is during the contract review process.

### **Training, Hiring, Diversity, and Current Practices at UNMPD**

16. Does the demonstrated commitment to equity and inclusion adopted for staff in 2018 apply to police hires? What would that look like in policing? (e.g. antiracist training and leadership?)

- UNMPD makes an effort to recruit, with the intent to hire, qualified minority, women, veteran and disabled members to support the University's commitment to a diverse and inclusive workforce. We are committed to hiring the most qualified persons based on those job-related qualities and abilities required in a police officer and in having a workforce that is representative of the community we serve.

- See answer to question #19.
17. What mechanisms are in place to prevent UNM from hiring officers who may have been fired or let go from other NM agencies for misconduct, violence, and over policing?
- A comprehensive background investigation is conducted on each candidate to include a file review with the New Mexico Department of Public Safety, which sanctions officers who have been involved in any type of serious misconduct, including termination. If an officer's certification is suspended or revoked, the respective law enforcement agency is typically prohibited from hiring the affected police officer.
18. What is UNM Police Dept's definition of "Good Fit"?
- Officer Young: We only consider qualified candidates. After we look at their training and experience as a police officer, we look at how they would fit in with our university community. Do they have good people skills? Are they able to communicate with our community? So, we really look at two different things. We look at the skill set of a police officer and we look at our environment and who could serve UNM best. One of the phases that we go through in the hiring process is our psychological testing. And that's one of the last things that that someone will go through before they're hired. Even that phase is so stringent that 20% of the people that go through those pre-employment backgrounds in the psychological testing fail. Our candidates are intensely scrutinized. We're looking for top quality at our university, and our process does take more time.
  - Chief Silva: We contrast the values of the University of New Mexico against the information contained in the background investigation of a prospective police officer or recruit for UNM and look for those attributes that demonstrate whether or not they would be a good fit for the university.
19. What type of antiracist intersectional justice education do they do for police as part of their professional development and leadership development?
- Recently, Governor Lujan-Grisham impaneled an advisory Council for Racial Justice to monitor state institutions and hold them accountable for ending systemic racism and assuring that all persons receive fair and equal treatment and opportunities. One of the areas under review is public safety. The panel includes state agency secretaries, law enforcement officers from across the state, and leaders and youth from the state's African-American, Asian-American, Hispanic and Native American communities.
  - The recommendations of this council, specific to public safety, will most likely be forwarded to the Department of Public Safety Law Enforcement Academy Board, which sets the mandates for police training in the state. Moreover, UNMPD can conduct research to identify police training specific to antiracist intersectional justice. To date, this training is not readily

available for police officers.

20. Could we institute a minimum criteria for all campus safety officers that has them elaborate on their demonstrated commitment to equity and inclusion and work with broadly diverse communities? Right now, it's a minimum criteria for job ads at UNM.
- As mentioned before, UNMPD Police Officers are considered staff employees for UNM and as such must meet the minimum criteria that any other UNM employee has to meet specifically to equity and inclusion.
21. Compared to years past, are there more officers or less? I love what Pamela A. said about the past involvement. However, the police might be stretched thin and can't socialize.
- Currently we don't have enough officers to do all the things that we want to do, especially as it relates to implementing some of the strategies within community policing like spending free time within our community. In fact, we are currently understaffed. We are actively hiring more officers and police recruits. However, it takes time to train the officers to get them out on campus, especially if they are recruit officers.
22. How often are they trained after those 675 hours? And in what are they trained?
- In order for police officers to obtain and maintain their certification as a police officer in the state of New Mexico, they are required to successfully complete training in all aspects of policing. A police officer must first successfully complete a basic police officer training program and in NM it is currently a 675-hour program. Once they successfully complete this training they spend approximately four more months in an on-the-job (OJT) training program. After completing these two training programs, all police officers must successfully complete biennium training requirements, which are dictated by the New Mexico Law Enforcement Academy Board. The biennium training is typically 40 hours of training that is needed to maintain a police officer certification. There is additional training that a police department can require such as what UNMPD requires. All our officers have successfully completed forensic experienced trauma interview training, which is for sexual assaults. We also have sexual assault investigators in our department that have even more specialized training in handling sexual assault investigations. Moreover, every one of our officers goes through a 40-hour CIT training, which is the crisis intervention training dealing with mental health issues with the crisis. Plus, we must successfully complete all university training that is mandated for all employees.
  - UNMPD is always looking for ways to advance our competencies, to include our understanding of the many different cultures here on campus. The officers had almost 2000 hours of advanced training beyond what was required of them.

23. Please describe the amount of funding allocated to training. Specifically, how much money do you get to provide LEO's open handed skills aka. Jiu Jitsu, verbal de-escalation, firearm instruction, community issues?
- Currently, UNMPD utilizes monies from the operating budget to pay for training. Being that 94% to 96% percent of the police budget is tied to salaries and benefits, very little money is allocated to training, typically less than \$5,000 annually. Some of the training listed in the question like verbal de-escalation, firearms instruction, and community issues are conducted either by in-house instructors or satellite academies within the state at a minimal cost, if any.
24. Is current funding sufficient to provide weekly training? Monthly?
- The short answer is no.
25. What mental health services are available to LEO's?
- Currently UNMPD can utilize the mental health services provided for all university employees.
26. How much AL and SL is afforded to them to ensure sound mind and decompress?
- Currently UNMPD receives the same annual and sick leave that any other UNM employee receives.
27. How do they avoid burnout?
- UNMPD monitors the hours that our staff work weekly. We also try to adjust schedules so that officers can attend training, use annual leave, etc.
28. Are there enough LEO's to ensure adequate training time and leave time? For example, if a LEO needs time off or needs to go to a training is there enough coverage?
- UNMPD is currently understaffed. However, current staffing is covering calls for service 24 hours a day, seven days a week.
29. What is the gender balance of UNM LEOs?
- Right now, we only have a few female officers. We hire by ability and by people that are interested in our department, but we can do more recruiting in areas that we lack representation in. One of the keys to recruitment is to go out and talk with the different groups on campus and different groups in the area to get them to want to be a part of our department, showing that our department does good things and adds value to our community. We strive to serve our community in the best way possible.

30. Are UNM LEO part of the UNM BLM group, and also White Coats for Black and Indigenous Lives? This could be a great thing!
- UNMPD welcomes representation from any group on campus to participate in the Community Policing Advisory Committee.
31. Are best practices in reducing police brutality employed at UNM, including tracking complaints about use of force and harassment, non-law enforcement responders, and having to account for each time a weapon is taken out of holster?
- UNMPD tracks and reviews all use of force incidents and formal citizen police complaints made against any members of the police department.
32. Are we going to stop having firearms on campus?
- Firearms are currently prohibited from campus except for police officers. Currently, no security officers on campus are armed with firearms.
33. Also, are you considering hiring non-police but critical employees like social workers or psychologists or advocates?
- We do have social workers, advocates, therapists that are employed to help students in crisis and work on de-escalation. This has been a great resource for students.
34. What are the current complaint processes to UNMPD, EVP, or the Office of Equal Opportunity?
- Francie Cordova: If someone who wants to report an interaction with an answer on campus or virtually anything else — Where do they report this? And there's a lot of reporting possibilities on campus. But I think the easiest and the cleanest way for people to report is using our UNM EthicsPoint hotline reporting system, and that's [www.unm.ethicspoint.com](http://www.unm.ethicspoint.com) or at 888-899-6092. And this reporting site is something that is a universal reporting site, it can be used by faculty, staff, students or the public. You can report anonymously, and your report will not go directly to the police if it's about the police, or to, you know, us if it's about OEO, whatever that is. It'll go to someone else above that, so that they can look at it for whatever elements are looking, at I think that's the easiest way, and it's the best way for us to be able to look at complaints and see if there's any trends, anything like that, that we can identify.

We meet regularly. So, I'm also the interim chief compliance officer for the University, and we meet regularly with all the heads of various departments to let them know, hey, you have, you know, for complaints coming in about this person or this topic. Maybe we should look at mitigation or some things that we can do. So, I think that's the best way to report and the cleanest way. We also have a Hate/Bias reporting system. And we've just changed that a little bit, so it doesn't go directly to the police anymore. It'll go only to OEO. Then we'll contact the person and

ask them, do you want this to go to the police? And if they do, then we'll send it to the police to have them look at it for a hate crime or any other find that the police people report.

35. Can we establish a revised policy for complaints concerning UNMPD?
- Francine addressed this question.

### **Search for the New UNMPD Chief**

36. Will a UNMPD Strategic Plan be implemented with the new incoming UNM Police Chief?
- The information gathered before and during the search process will be formalized and discussed with the permanent police chief, which will have the elements of a strategic plan and expectations from the university administration, to include both from President Stokes and the Regents.
37. Can we gather broad input before launching search for a new chief of UNMPD?
- Teresa Costantinidis: We have not yet actually launched the search for a permanent replacement for the police chief because President of Stokes said that we really need to make sure to gather broad input, both before and then during the search process. This town hall has been a wonderful source of input that we will listen to and think about carefully, so I do expect to begin the formal search process soon and I promise you all that we will make sure the search itself includes community input, including when we get to the point where we identify finalists for the position. We really want to listen to our community to make sure we have the best person for the position.
38. Can we provide opportunities for University community to comment on UNMPD chief finalists?
- Refer to answer for question number 37.
39. Would it be possible to have student leaders of color on the search committee?
- Refer to answer for question number 37.

### **Recommended Next Steps**

40. Can we establish a community policing council for students and a separate one for faculty/staff/community?
- If you separate students, faculty, staff, and other communities into separate groups, it would most likely minimize the “community policing” efforts. Each group will likely lose the benefit of engagement, dialogue, and understanding of other group perspectives within our community as a whole and would possibly minimize the appreciation or participation of discussions regarding competing interests. Moreover, a Community Policing Advisory Committee has already been

created and co-chaired by Detective Tish Young and Rob Burford to include all community members and partners.

41. What do you suggest for next steps for improving UNMPD-UNM/Black, indigenous people of color relationships?
- Before COVID-19, UNMPD was working on developing better communication with the ethnic groups in Mesa Visa Hall, with the LGBTQ community, etc., and we are still working on this communication. However, our intent is to work on and develop strategies together within our community to improve our relationships with all BIPOC.
42. Can UNMPD commit to taking trainings and classes to uncover and unlearn biases and to understand the historical trauma that Black, Indigenous people of color/people of color communities have faced at the hands of law enforcement?
- UNMPD is committed to engage any members of our community, specifically those members who have experienced historical trauma from past experiences with police and discuss strategies to improve relationships, to include training and/or round table discussions.
  - The governor impaneled a group that is going to be looking at racism statewide, and they're supposed to have their recommendations to her by November. One of the areas the panel will be reviewing is public safety. It is expected that this panel will have recommendations that will most likely be forwarded to the Law Enforcement Academy Board.
  - In short, the University of New Mexico Police Department is definitely committed to educating our officers and developing their competencies, so they can better serve our community.
43. Have we considered community and volunteer-based safety measures, which would be made up of unarmed volunteers trained in conflict mediation and make people feel welcome to our campus?
- We have talked at the Campus Safety Council about it and within the police department. We're currently brainstorming of the best way to get students more involved in our department. We used to have student employees that did walking escorts around campus and would certainly like to see something like that return back to the department. There's different groups on campus that would do community service to help the police department, but we really need to find those groups and get them involved in our Community Policing Advisory Committee and get those things started.
44. Can we establish a concierge service or non-police escort service on campus?
- At this time the Campus Safety Council is exploring the possibility of Ambassadors for the university campus and this topic can be included within this conversation. Also, refer to answer 43 above.
45. Where can we find meeting minutes and resources?

- Campus Safety website is being utilized for Campus Safety Council information. Currently being updated. See: <https://campussafety.unm.edu/>
46. Do you share plans for security in event details, press releases, etc.?
- Typically security plans for “Special Events” are not released to the public due to the sensitive nature of the information, which is provided to law enforcement, exclusively for investigative or confidential purposes by the law enforcement community.
  - Typically the larger the event, the more police and security personnel are needed and/or required as is the case with NCAA events.
47. Is a renaming of UNMPD possible?
- This isn’t likely. Without redefining the university’s goals as related to public safety. The UNMPD is not just a name but an entity defined as a law enforcement agency outside of UNM, whereby we have access to resources, monies, etc. that are dedicated to only law enforcement agencies. For the community, the word “police” connotes a clear specific role with responsibilities within our community—this could be a separate discussion onto itself.
  - If the University of New Mexico relied on other police agencies for policing the campus rather than UNMPD, most likely there will only be police on campus if there is a call for service. Also, calls for service would most likely be prioritized by the responding agency’s total calls for service, which could result in long time delays for responding to lower priority calls and/or certain calls that would not be responded to at all, like key assists and lower level crimes.
48. What can the UNM community at large do to create a mental health safety net, so that people get the help and need and deserve before a crisis arises?
- Different departments are working to bring mental and behavioral health services for free to our students and will continue to do so.
    - We actually have a new mental health safety net. In the meantime, please direct your attention to our new mental health website: <https://mentalhealth.unm.edu/>

### **Other Feedback and Comments**

49. Also, I wonder if there is actually two conversations here, one about UNM police as Pamela is talking about, and another about the relationship we have with outside law enforcement at the city or state level.
- Yes, we will address both issues this afternoon. Thank you.*
- The environment and community members have changed over the years. UNMPD must keep up with current crime trends. In order for Community Policing to continue, we must focus more on including our community and focus on communication. The Community Policing Advisory Committee will be able to redirect this focus.

- The second part of this question is answered in question # 8 and 10.

50. And it's a small thing, but it's really problematic that when there is a notification about a crime happening that perceived race is included in descriptors - this is ripe for bias.

*This is an excellent observation. I have seen other institutions that elected to omit racial identifiers. We can see if UNMPD would be willing to change this practice.*

- The descriptor provided comes directly from the witness/victim. To not include what they saw/perceived is a disservice to the victim and the community and could be perceived that the police are manipulating information, which would be more divisive. Officers search for the subject based upon the description provided by the victim. A descriptor is typically a starting point, which is critical information in an alert/advisory. However, looking into what other institutions are doing, as referenced above, would certainly be helpful.

51. It's a lot of work to unlearn biases and generally implicit bias training doesn't work... Would love to see this only as part of a comprehensive strategy.

*This Q has been posed to UNMPD panelists. However: If we are unable to get to this Q today, we will ask UNMPD to help us create a QA document after today's event. It will appear on [diverse.unm.edu](http://diverse.unm.edu)*

*I am very interested in seeing a comprehensive strategy as well. Wondering what that would look like and if there are any examples out there that we could draw from.*

- See answer to question 42.

52. I am also wondering about accountability structures, especially given UNMPD's patterns of civil rights violations. For instance, would the student and community advocates here be willing to serve or nominate someone to serve on a Community Oversight Board for UNMPD?

*The Community Safety Council is helping with this. Also: This is the new link for hate bias reporting. Reports received here go to OEO and the UNM Compliance office, and are not sent to the UNMPD directly*

<https://app.smartsheet.com/b/form/7a139f519ee24f92b23304269f9ebae9>

53. My question is why do folks have a bias towards the police? Bias can go both ways. Do our offices invite the UNM PD into our centers to help break down those stereotypes?

*We do invite UNMPD to our areas and will continue to do so. We were beginning to create meeting events when COVID made us work remotely.*

*We absolutely invite UNM PD to our events and will continue to do so even though attendance has not been optimal.*

- This appears to be more of a question to participants rather than a question for UNMPD.

54. For many folks of color, our distrust of police comes from personal experience not the media. Many of us have trauma for good reason. How is having police around more and reaching out to them to be around more, truly productive? And given that the many individual police have compromised and eroded the trust from the public, wouldn't it be their job to reach out to us?

*You are correct, I did not mean to imply all distrust was from social media only and I should have been more clear and state that it is from personal experience as well.*

*Completely agree that distrust of police comes from personal experience, myself included.*

*Having police around more to me means engaging in more positive & meaningful interaction, not always from a punitive or regulatory stance. Apologies if I didn't fully articulate that.*

- Refer to answer for question 42.

55. Hi Rosa, my question was not in response to you but to the gentleman who said that distrust is growing because of the media. Thank you for responding though.

*I apologize, you are correct that our communities and students come in contact with law enforcement in negative ways and has eroded the trust between communities of color and law enforcement since the beginning of policing in this country. The trauma of having them around can be counterproductive for a lot of members of communities of color.*

- This appears to be more of a statement rather than a question.

56. For years now I've had students tell me they don't feel safe on campus, in part because there is not enough on-foot police presence. They don't want a military-style presence but want to know there are "grown-ups" that they see watching out for them. They only seem to see the police in their cars on Redondo. The recent increase in bike patrols has been nice.

- See answer to question #21.

57. What was the acronym for the standards again?

- UNMPD maintains a Standard Operating Procedures Manual, which is made up of policies and procedures that govern the actions of all personnel of the police department. Although these policies and procedures are not all inclusive, they are considered basic guidelines for all police personnel.

58. It will good to see the diversity distribution of UNMPD.

- An ethnic comparison was conducted in 2019 by UNMPD and will be updated after the completion of the hiring process for 2020.

59. Please don't use military terms in conjunction with police officers' actions or tactics. It doesn't help.  
*Thank you for you Q. I think Chief Silva is clarifying the difference. The Qs posed to him came from the campus community, and they do not all understand these differences.*
- This appears to be more of a statement rather than a question.
60. We are a research organization. Is there a reason that we might not be able to have UNM police be researchers as well, and be the first to find and employ the best practices? If innovation and advancement is something we seek in the sciences and the humanities, and as an organization, why not should we want the same advancement of law enforcement knowledge base and practice?  
*Chief Silva did mention this a bit.*
- Typically all police departments in the country conduct some level of research depending on staffing experience and expertise and/or organizational responsibility, to include UNMPD. Moreover, police departments utilize national organizations such as the US Department of Justice COPS Office, Police Executive Research Forum, The International Association of Chiefs of Police, etc. that conduct on-going research including professional development, leadership, management, and supervision, as well as current topics facing policing. "Best practices" is just one bench mark that is used by UNMPD.
61. I think we all understand that you have strict protocols and everything, and while appreciated--that is awesome that most don't pass the testing process at the beginning, and it makes things surely better than the horrible situation it could be without any sort of screening, but how does that change the fact that some of us still want a fully dynamic and reflective department, engaged in praxis of recognition and change continually?
- Policing is a continually evolving profession and like many other law enforcement agencies, UNMPD continues to evolve as the expectations and responsibilities of policing change.