

Vision for Community Campus Police

Examples of expectations would include:

- A force that is highly visible on campus and at events in partnership with the college community, not as enforcers, rather as partners in our work to engage with our community (but who are fully prepared to intervene when safety is threatened)
 - Expectation that officers attend and participate (unarmed) in campus activities not involving a “police response” or other formal public safety-related activities, such as participating in student events when invited, in town halls, convocations, and other similar events where informal or social interactions with other campus stakeholders is possible
- A force that is welcoming and reflects the backgrounds of our students
- A commitment to strong communication and feedback
- A force that is not focused on seeking out employee or student misconduct (which I understand was a major expectation of the previous force)
- A department focused on prevention and safety awareness, rather than criminal enforcement
- A strong partnership with behavioral health and student affairs personnel, including the creation of a response team for individuals experiencing a mental health crisis
- An understanding that in an academic environment, *disruption* does not necessarily mean a criminal threat (trained to distinguish between non-criminal academic disruption, which they refer to the college administrators, and actual threats, which they handle)
- Establishing clear lines of authority between the role of Human Resources and the role of campus safety
- Expectation for officers to participate in regular training related to the conduct and methods of community policing, anti-bias, cultural responsibility, conflict avoidance, and de-escalation
- Expectation that a demonstrated commitment to policing with a “guardian” mindset is part of the hiring process

Example: Core Values & Mission Statement from the Cerritos College Police Department

The Cerritos College Police Department strongly believes and supports the values of diversity, equity, and inclusion. Regardless of race, ethnic origin, sexual orientation, gender identity, citizenship status, religious belief, and all other identifying characteristics, we are dedicated to supporting and protecting all our community without discrimination or bias. We pledge to serve the entire College community with dignity, honor, and respect. We are vocal allies for our communities of color and all our underrepresented and historically marginalized communities. **We value our diversity and we believe it is our diversity that makes us strong.**

Our Core Values are the foundation of how we view our role in maintaining a safe and secure learning environment for our Cerritos College family. We believe in honesty, integrity, and transparency. We acknowledge the historically tumultuous relationships between many law enforcement agencies and marginalized communities, and we strive to be better, to do better, and value all in the community we serve.

Furthermore, it is the intent of the Cerritos College Police Department to listen to our students and provide space so we can hear issues and concerns that are relevant for all our students and employees. We aim to support our students in improving their lives and working towards their educational goals. We are part of their support system and we want them to succeed.

The Cerritos College Police Department does not see itself as an outside law enforcement agency, but as an integral part of the Cerritos College family with dedicated officers and staff invested and involved in student groups and support services throughout the campus. We dedicate ourselves to protect, support and serve our community and college family with honor and courage. We are proud of our role and honored to be a vital part of the Cerritos College community.

Example: Purpose from the San Jacinto College Police Department

The purpose of the San Jacinto Police Department is to serve and protect life and property, uphold the law, maintain public order, and ensure the safety and well-being of the community through fair, effective, and ethical law enforcement.

Example: Values from the San Jacinto College Police Department

- Integrity: We conduct ourselves in ways that are professional, instill confidence, and promote trust.
- Inclusivity: We respect and learn from the diversity of our cultures, experiences, and perspectives.
- Collaboration: We believe in the power of working together.
- Innovation: We anticipate change, explore opportunities, and create continuously evolving solutions.
- Accountability: We take ownership for our commitments and outcomes.
- Sense of Community: We demonstrate concern for the well-being and success of our students, communities, and people.
- Excellence: We take risks, assess our work, and aspire to improve the quality of everything we do.