



UNM Staff Council Resolution #4

Name: Requesting Town Hall Regarding Policing Authors: Nancy

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1. Whereas, People around the country are considering how best to ensure the safety of their communities and the actions, accountability, and role of police toward that purpose;
2. Whereas, Urban universities have a particular lens given the unique safety and community needs on campus and the overlapping jurisdictions of law enforcement;
3. Whereas, Both University of New Mexico leadership and UNM Staff Council are interested in participating in a dialogue about how best to protect all members of our community including people of color;
4. Whereas, The Staff Council's Diversity, Equity, and Inclusion Committee, reflecting on the Associate Students of New Mexico's resolution, posed a number of questions about UNM Police Department resources and practices, and recommended a Town Hall for staff to become better informed, and;
5. Whereas, The Staff Council Executive Committee requested further questions about policing at UNM from its members, encouraging councilors to seek feedback from their constituents. These questions were collected between June 26th and June 30th (See Appendix A);
6. Resolved, That the UNM leadership host a public Town Hall so that Senior Vice President Teresa Costantinidis and Interim Police Chief Joseph Silva may address the attached questions and possibly other questions gathered elsewhere, in a Town Hall setting, open to the entire University community.

Copies of this resolution will be sent to members of Garnett Stokes, PhD, President of the University; Teresa Costantinidis, Senior Vice President for Finance and Administration; and Joseph Silva, Interim Chief of the UNM Police Department.

Appendix A: Questions Collected from Staff Councilors, Unabridged

1. Budget and Composition of UNMPD

- a) What is UNM PD's budget? How is it broken down?
- b) How many officers are employed by UNMPD currently and how many are on duty at any given time and how much ground are they responsible for?
- c) What process is moving forward to ensure an appropriate police chief is hired with McCabe's retiring?
- d) How much overtime does UNMPD pay out for current staff and how would that compare to hiring more officers or assistive UNM employee security staff?

2. Other solutions and sources of feedback

- a) Is UNMPD open to more funding for non-police security?
- b) Why have we not invested in UNM Security, despite the calls for more non-police security that go back years?
- c) How can we connect and provide internship opportunities for our minority students. Many students are first generation college students who could benefit from mentorship and internship opportunities but don't know how to go about getting there.
- d) I would like to invite and hear stories from successful minority business owners and other minority folks in power.

3. UNM Policy Enforcement

- a) Can someone explain why UNM Policy specifically highlights UNMPD as enforcement mechanism for some policies and why that isn't done?
- b) Has UNM PD worked out an agreement for how and when to enforce policies (weapons policy and other things like no smoking) because they have indicated they don't want to enforce policies.

4. Supporting UNM Police

- a) How can we support and encourage police morals during this time?
- b) How can we as an UNM community support UNMPD?

5. Crime figures

Incidents at UNM for the past year – by categories – what has gone up, what has gone down.

6. Community Engagement

- a) What are some proactive actions UNM PD is taking to reassure the UNM community that UNMPD is there for them in the face of police brutality on people of color? Perhaps hear from a representative from UNMPD.
- b) I would like to hear how UNM PD engages with the committee. For example, do they have dedicated community service requirements? If so, could you give us an example of some of these community services. If not, do they feel that this would be a useful requirement for their position in the UNM community.
- c) How does UNMPD work/collaborate with LoboRespect, SHAC, and other departments on campus? How often do officers visit departments to just check-in without being called out due to an incident?

- d) What is UNMPD doing in order to be inclusive of all communities at UNM including students, staff, faculty, and outside community members in decision making?
- e) We know that there are jurisdictions wherein City and County Governments are dependent upon revenues generated by Police Citations where no Political Will exists to Raise Taxes. Is this all our own fault? Have we guaranteed animosity between the Police and the Public? Have we demoted those who volunteered to Protect and Serve to Tax Thug? Is it possible that these civil servants, currently reviled, were reasonable people before we stranded them in a predictably toxic and abusive relationship?
I have never been more thankful to live in Albuquerque and to work at UNM. But I am curious-about three things:
 - i. What does UNMPD and APD think of this analysis?
 - ii. What do People of Color here at UNM, Albuquerque, and New Mexico think?
 - iii. What part played Grover Nordquist in the Death of Sandra Bland?
- f) If the department was asked to reorganize what is possible without losing focus on the safety of the UNM Community.
- g) Despite the transient student population, is it possible to develop workable, sustainable community policing partnerships with both UNMPD and APD to include representatives from the many diverse groups impacted (positively and negatively) by the services these two police departments provide?
- h) Where is the police oversight board -- much in-line with APD?

7. Relationship between UNMPD and APD

- a) When is a UNMPD arrest transferred to APD? How is that process conducted? Is the UNMPD report filed with APD along with the receiving APD officer's report?
- b) Can you present the organizational chart for UNM PD and describe the duties and responsibilities? Where does APD fit into this chart? If the department was asked to reorganize what is possible without losing focus on the safety of the UNM Community.
- c) I am opposed to the dismantling and defunding of our police department. It is important to have UNM Police on Campus. To hear from UNM Police department and their experience and collaboration of APD.
- d) Does APD inform UNM PD (and President) when they access campus facilities?
- e) Can someone explain exactly the differences in jurisdiction from UNM and APD?
- f) Is there any followup by UNMPD on the outcomes (charges, release etc...) of detainees?
- g) What is the process for UNMPD to ensure those convicted of crimes on campus are monitored to ensure they do not return to campus?
- h) Can we use an alert (similar to alerts previously used under DOJ investigation) to alert all campus community members when there is any police activity, and especially when APD accesses campus?
- i) When protests arise on campus, it would be ideal to keep local law enforcement uninvolved. This ideal is grounded in the idea of community-based rather than militarized policing.

8. Response to Black Lives Matter

- a) What are they doing to change their approach to people of color?
- b) What formal antiracist trainings will be provided to UNMPD officers in order for them to not let their bias impact how they are abusive of marginalized communities?
- c) What fears do you have as a police officer in light of what is happening in this country?

- d) How has media changed your department's perception on the work that you do?
- e) I STRONGLY opposed the dismantling and defunding of our police department. The campus is already unsafe and additional training needs money. A few bad cops do not represent the whole. In all fairness, I want to hear from the police officers how this affects them. When was the last time Staff Council did something to support our officers? They have a difficult job.
- f) I would like to hear from Captain McCabe UNMPD on what if any changes have been considered for our UNMPD in response to BLM and other identified issues with policing, in general.

9. Use of Force

- a) What is the current policy for resisting arrest?
- b) At what point does UNM police determine that a situation deems the use of non-lethal weapons? and at what are the types and kinds of non-lethal weapons available to UNM Police?
- c) Is UNMPD allowed to use controversial chokeholds?
- d) Is UNM PD allowed to use tear gas or other chemicals?
- e) Please describe what lethal and non-lethal weapons are and how they work. E.g. effectiveness of taser, OC spray, and firearm. (what is the purpose and end goal of deploying each of the mentioned tools)
- f) How much time does a LEO have to respond to an immediate threat, for example a man attacking with a knife at 25 ft.
- g) What is considered a deadly threat?

10. Accountability

- a) Have there been any complaints against UNMPD?
- b) How many violations have occurred for each of the current officers at UNM PD?
- c) What is the current reprimand policy for police misconduct?
- d) Does Chief McCabe have a plan for building an internal culture of accountability? How often does he address internal accountability with his staff?
- e) Does UNM PD have body cameras?
- f) Does UNM PD have a 3-strikes policy regarding conduct? Something similar?
- g) Is a police officer's record available to the public?

11. Hiring Practices

- a) Is a police officer's record available to the public? Does UNMPD review previous law enforcement records of potential new hires? If so, has UNMPD hired officers with misconduct reported in their files?
- b) Please describe the requirement both mentally and physically to become a LEO.
- c) Why do we hire police who are ready to retire and who do not want to work -- which is also combined with career-high salaries? Couldn't we hire people in the middle of their career and preserve energy and money?
- d) What hiring practices exist to review an officer's fitness to serve at UNM?

12. Retention

Loss of boots on the ground staff have left, retired or otherwise so prioritizing and with annual leave, sick, etc. is hard to manage with you have little to work with. I think there is an assumption there are a lot of boots on the ground to support all activities and with some of these activities just in time.

13. Training

- a) How do we make sure that UNMPD either doesn't recruit officers that have been trained with military tactics or how do you make sure that if they have that training that it gets trained out of them?
- b) 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?
- c) What training is currently required? Please explain what training should be required and what it would take to ensure that everyone has the proper training to succeed in situations.
- d) What kind of training is done to ensure current certification and understanding of current best-practice?
- e) 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? Is current funding sufficient to provide weekly training? Monthly? How much training is currently offered/required?
- f) Is current funding sufficient to provide weekly training? Monthly?
- g) What is your dream budget to provide training, and how often would you like to see training happen?
- h) Although I was previously opposed to the new homeless center being built near campus, I have changed my mind. I realize this idea was already rejected. However, campus police often work with the homeless who are disproportionately non-white minorities. Therefore, they ought to have proper training in dealing with both racism and mental health in policing. Campus police to collaborate with both psychology and social work departments; allowing students to become directly involved in how policing occurs here. In other words, our campus police ought to have a thorough understanding of how poverty and racism create crime. Offer free African American Studies courses to campus police that they may understand that policing in our country has origins in antebellum slave South, among other significant matters. I believe it has been demonstrated to be beneficial to have minorities represented in campus police.

14. Officer mental health services

What mental health services are available to LEO's and how much AL and SL is afforded to them to ensure sound mind and decompress? How do they avoid burnout?

15. Intradepartmental communication

Do you have daily briefings and debriefs? (especially high stress calls). When dispatched to a call how much information do you get? Is the information accurate? Is the information third party or fourth party?