REVISED FINAL Charge Document:
Advancing Public Safety at the University of Michigan Task Force
February 11, 2021

Statement of Purpose	Recent events highlight a national crisis around policing, and inherent structural racism that subjects people of color to abuse and physical harm. More broadly, policing is a public health issue with negative mental health impacts that are ubiquitous among communities of color. In this national context, U-M students have shone a spotlight on policing on our own campus. It is clear that there is a wide range of strongly held views and proposed actions within the university community – often reflecting very different experiences. It is imperative for the University of Michigan's Department of Public Safety and Security (DPSS) to make sure that **all** people on our campus not only are safe, but actually **feel** safe. The task ahead is to find out what is going well, and what needs to be improved. We must then fix anything that we find is not working. The goal is to make DPSS the very best that it can be at ensuring public safety for our university. As we shape an inclusive community where people of all backgrounds and experiences feel valued, seen, and heard, we must recognize that policing will play a uniquely critical role in our success. We must grasp this opportunity to model policies, procedures and behaviors for others to follow. This work must engage and reflect perspectives from all stakeholders -- undergraduates, graduate students, faculty, staff, alumni, parents, the broader Ann Arbor community and, our Department of Public Safety and Security. It must pay particular attention to experiences and perspectives of our communities of color, and others who are disproportionately impacted by challenging national policing policies and practices. Our faculty and others with expertise related to policing and public safety will be key partners in this initiative. Their depth of knowledge and analytic approaches can inform how to craft solutions to any concerns that are uncovered through our process of discovery. Recognizing the wide range of perspectives on how best to move forward, we began this process by reaching out to get our community's advice before finalizing the Task Force's charge and membership. Going forward, we commit to a process that is inclusive, transparent, and accomplishes the goal of ensuring that DPSS is a national model for public safety and security on a university campus, a process that will undoubtedly be iterative.
Sponsorship	**Mark S. Schlissel**, President **Susan M. Collins**, Provost and Executive Vice President for Academic Affairs

Scope	The scope of work will be limited to public safety on the Ann Arbor campus. The Task Force will examine how safety and security are best achieved at the University of Michigan, by conducting an initial comprehensive review and assessment of DPSS' current practices, identifying areas of strength and areas for concern, and providing concrete recommendations based on best practice for improvement, further study, etc.
Goal	To find out what is going well with DPSS and what needs to be improved.
Objectives, Topics, and Deliverables	*Objectives* 1. Examine and assess the many ways that DPSS responds to and interacts with members of our university community, including reviewing (recent and trend) data on DPSS activity, including complaints. 2. Provide multiple venues and opportunities for stakeholders to share their experiences (positive as well as negative) and their concerns. Intentionally seek input from students, faculty and staff of color, as part of this discovery. Input should be gathered in a variety of well-publicized ways, including through public meetings and written formats. 3. Identify areas where existing data is missing or lacking and areas where research might lead to better-informed decision making. 4. Provide recommendations for (a) ways DPSS can make improvements, based on best practices and available research; (b) how University-wide awareness and understanding of U-M's approach to public safety and security on campus and between the campus community and the broader Ann Arbor-Ypsilanti community can be enhanced; and (c) areas for further study and engagement beyond the work of the Task Force. *Suggested topics to be examined include* • DPSS' current practices and training related to community engagement, including the types and methods of information communicated to the public and ways engagement and communication can be strengthened. • Perspectives and concerns from each stakeholder group, (including the Police Department Oversight Committee and DPSS Student Advisory Board). • The goals for DPSS and its approach to carrying out its mission, including its current funding structure and services provided. • Issues related to campus policing procedures and practices, and 'best practice' guidance from research and experience elsewhere so as to make informed recommendations about ways to address concerns that are identified. (Consider developing shared readings for the Task Force, and for the community more broadly.) • How the Police Department Oversight Committee helps monitor police behavior (including complaints) and implications for the community's sense of safety and accountability. • How complaints are received, processed, and investigated at DPSS and the outcomes of such complaints (e.g., police misconduct, calls received by dispatcher, etc.). • DPSS trainings, protocols, and policies regarding use of force. • The history of DPSS and policing at U-M (This work will be undertaken by the Bentley Historical Library. This will serve to inform the Task Force's understanding of past and present frameworks for campus safety, as well as historical and ongoing concerns of the campus community around policing. It will provide context for the Task Force's discussion and findings).

	Deliverables (By) • Status report covering initial period of review (February 26, 2021) • Initial comments, summary of findings to date, and preliminary recommendations (March 31, 2021) • Final written report (to include preliminary findings, recommendations, and suggested areas for further study and engagement beyond the Task Force) (April 30, 2021)
Timeline	10/2020: Input from Faculty Experts and student leaders regarding the Task Force Charge 11/2020: Nominations & self-nominations sought for membership on the Task Force 12/2020: Charge finalized, Co-Chairs and Task Force membership confirmed 01/5/2021: Kick off meeting 01/2021: Outreach/Discovery plan communicated to campus 02/26/2021: Public update on work to date 03/31/2021: Initial comments, summary of findings to date, and preliminary recommendations 04/30/2021: Final Task Force Report presented publicly (to include preliminary findings, recommendations and suggested areas for further study and engagement beyond the Task Force)
Co-Chairs	Earl Lewis, Professor, College of Literature, Science, and the Arts Daphne C. Watkins, Professor, School of Social Work
Membership	Brandon Bond, Graduate Student, School of Social Work and School of Public Health Karin Brown, Graduate Student, School of Education Sarah Burch, Hub Coach, LSA Opportunity Hub, College of Literature, Science, and the Arts Julianna Collado, Undergraduate Student, School of Public Policy Charles H.F. Davis III, Assistant Professor, School of Education Rachel Dawson, Managing Director, Precision Health Mary Jo Desprez, Wolverine Wellness Director, University Health Service Mary Jo Gray, Compliance Manager, School of Dentistry David Helps, Graduate Student, History Department, College of Literature, Science, and the Arts Crystal James, Deputy Chief, Division of Public Safety and Security Saveri Nandigama, Undergraduate Student, College of Literature, Science, and the Arts Sarah Peitzmeier, Assistant Professor, School of Nursing Bryan Roby, Assistant Professor, College of Literature, Science, and the Arts Ian Ross, Undergraduate Student, College of Engineering Michael Solomon, Dean, Rackham School of Graduate Studies, Vice Provost for Academic Affairs - Graduate Studies, and Professor, College of Engineering Thomas Vance, Undergraduate Student, College of Literature, Science, and the Arts Eddie Washington, Executive Director, Division of Public Safety and Security Kimberly Yourick, Parent