UNIVERSITY
OF
CALIFORNIA

Principles, Policies and Practices

A Toolkit to Prepare for and Manage Major Campus Events or Incidents

2018

The University is committed to assuring that all persons may exercise the constitutionally protected rights of free expression, speech, assembly and worship.

Table of Contents

Introduction and Purpose of this Toolkit

UC campuses have recently been the scene of a number of events, incidents or demonstrations that targeted marginalized groups or individuals, resulted in campus unrest, and negatively affected campus climate. The events — and UC's responses to them — attracted local and national media attention. To guide campus officials in managing future event of this nature, UC's Office of the President created this toolkit of principles, policies and practices. This information will be useful to staff and leadership in the offices of the Chancellor, Provost, Student Affairs, UC Police, communications and media relations, administration and operations, diversity and inclusion, and campus counsel. Ideally, campus leaders would familiarize themselves with the toolkit before it is needed, and use it for planning and preparation.

This toolkit is organized into five sections:

Principles and Values

Principles Governing Non-University Speech on University Property

Systemwide Policies and Guidelines

Considerations for Campus Policy Review on Major Events and Related Issues

Emerging Practices

As many UC campuses are in the process of updating and revising campus policies, and creating new programs and initiatives, this toolkit is subject to change.

Framing question: Does the UC have an articulated philosophy on free speech, forms of expression, inclusion, campus climate and so forth?

UC's principles and values regarding free speech and advocacy, diversity, and campus climate have been stated both in official policy and in statements by systemwide and campus leadership. UC's official policy on **Free Speech and Advocacy** states that:

> **The University is committed to assuring that all persons may exercise the constitutionally protected rights of free expression, speech, assembly and worship.**

And,

> **It is the responsibility of the Chancellor to assure an ongoing opportunity for the expression of a variety of viewpoints.**

In 2016, the UC Regents adopted **Principles Against Intolerance** that, in part, state:

> **Regardless of whether one has a legal right to speak in a manner that reflects bias, stereotypes, prejudice and intolerance, each member of the University community is expected to consider his or her responsibilities as well as his or her rights. Intellectual and creative expression that is intended to shock has a place in our community. Nevertheless, mutual respect and civility within debate and dialogue advance the mission of the University, advance each of us as learners and teachers, and advance a democratic society.**

In addition, both systemwide and campus leadership have issued public statements in support of free speech, academic freedom and civil engagement. "Campus officials can no longer assume this is obvious and therefore unnecessary" (Chemerinsky and Gillman, 2017). Examples of publicly stated principles have included a letter to the Berkeley campus community by Chancellor Carol Christ (**Chancellor Carol Christ: Free Speech is who we are**) and an editorial by UC President Janet Napolitano:

> **The goal of our university education today should be to prepare students who are thoughtful, well-informed, and resilient. The world needs more critical, creative thinkers, and American higher education does a better job of producing them than any other higher education system in the world. We seek to make the world a better place for the next generation, and teaching the values and responsibilities of free speech is inextricably linked with this goal.**

> **I prefer a campus that is loud to one that is quiet. I prefer a classroom where students feel included and are encouraged to bring different perspectives to the fore. I want a faculty that enforces its own professional standards among its peers. These are the three lodestars that should guide our efforts.**

REFERENCES

- UC Policy on **Free Speech and Advocacy** (30.00)
- UC Regents Policy 4403: **Final Report on the Regents Working Group on Principles Against Intolerance**
- **A Free-Speech To-Do List for College Administrators** by Erwin Chemerinsky and Howard Gillman, *The Wall Street Journal*, Sept. 4, 2017
- **Chancellor Christ: Free speech is who we are** by Public Affairs, *UC Berkeley News*, Aug. 23, 2017
- **It's time to free speech on campus again** by Janet Napolitano, *The Boston Globe*, Oct. 2, 2016
- **Response to Protests on UC Campuses** (Robinson/Edley Report)
- **Campus Principles of Community**: UC Irvine example
- **Charlottesville and Taking a Stand** by Jerry Kang, Vice Chancellor of Diversity, Equity and Inclusion, UCLA
- **Letter from UC President Janet Napolitano** on the violence in Charlottesville

Principles Governing Non-University Speech on University Property

Framing question: What are the principles regarding speech by non-university affiliated speakers on university property?

The university's principles governing non-university speech (i.e., speech by non-university speakers) on university property are summarized here. This summary does not attempt to cover all aspects of free speech on campus. For example, this summary does not address classroom speech or employee speech. For specific legal questions, campus officials should contact their campus counsel.

- Constitutional protections of speech apply to UC and its property because UC is a public institution.

- From the UC Policy on Speech and Advocacy: "The university is committed to assuring that all persons may exercise the constitutionally protected rights of free expression, speech, assembly and worship. It is the responsibility of the chancellor to assure an ongoing opportunity for the expression of a variety of viewpoints."

  – Generally, "free speech" encompasses the right to speak and to listen, without prior restraint from the government (UC), and without consideration of the speaker's viewpoint.

- Only very limited exceptions can be considered, e.g., in the case of threats: "Serious expression of intent to commit an act of unlawful violence to a specific person or group of people."

  – Though not immune from challenge and debate, very offensive and even hateful speech is typically protected speech.

  – There is no exception from the First Amendment on the basis of the hateful nature of a speaker's statements. On its own, the fact that speech may cause emotional harm to others cannot provide the basis for UC to prohibit it.

  – Speech that constitutes harassment is not constitutionally protected. For the purposes of student discipline, UC policy defines harassment as "conduct that is so severe and/or pervasive, and objectively offensive, and that so substantially impairs a person's access to university programs or activities that the person is effectively denied equal access to the university's resources and opportunities" (PACAOS 102.09). Statements that cast a group of people in a negative light typically do not meet this standard, and are constitutionally protected.

- UC may respond to offensive speech with its own speech, by encouraging responses from people who disagree, and by providing support for individuals and groups affected by it.

- Chancellors have a responsibility to provide procedures and criteria for the use of UC property by campus organizations and by non-university persons or organizations.

- In a space the campus makes generally open to the public for expression ("public forum"), it may impose only "time, place and manner" conditions. Examples include public outdoor plazas such as Sproul Plaza at UC Berkeley. Conditions set by the campus must be:

  – Content- and viewpoint-neutral,

  – Narrowly tailored to serve a significant UC interest (e.g., public safety, preventing interference with university operations), and

  – Leave ample alternative channels open for expression.

- Campuses may limit campus facilities to use by certain categories of speakers, or set priorities for their use, with reasonable regulations that do not discriminate based on viewpoint.

  – Examples: rooms available only for classes or events hosted by faculty or students of a particular department; auditoriums available only by reservation and after approval based on certain conditions; auditoriums available only for concerts, theatrical productions or ceremonies.

  – Criteria for use of such spaces should be clearly stated in public-facing information. In this type of space, campuses may impose conditions that are reasonable in light of the purpose served by the forum, but any restrictions still must be viewpoint-neutral.

- Campuses may charge event sponsors to cover UC costs arising from a speaking event, as long as charges are based on clearly defined criteria unrelated to the viewpoint of the speaker. In spaces designated as a "public forum," these criteria should also be content-neutral and should be identified, in advance, in public-facing information and should guide billing for any given event.

  – Costs arising from anticipated protests in response to a speaker's viewpoint may not be charged to a speaker or sponsor.

  – Security deposits may be required of a speaker or sponsoring group if they are based on criteria unrelated to the viewpoint of a speaker.

- Campuses should consider every reasonable method for enabling expressive events to go forward. Where significant public safety risks or other disruption of the campus can be mitigated by adjusting details like location or time, a campus may require such modifications.

REFERENCE

- **Berkeley, Milo Yiannopoulos and the lessons of free speech** by Erwin Chemerinsky and Howard Gillman, *The Conversation*, Feb. 8, 2017

Framing question: What are the university policies and guidelines related to major incidents, events and overall campus climate?

UC's principles and values regarding free speech, diversity, public safety, protest management and campus climate have been articulated in several official policies and guiding documents created by systemwide and campus leadership.

The majority of the applicable policies are part of the collection of universitywide policies relating to all campus activities involving university students and employees, in **Policies Applying to Campus Activities, Organizations and Students** (PACAOS). In addition, the **Robinson/Edley Report** provides further guidance for responding to protests and civil disobedience.

This section provides a shared foundation of universitywide policies, guidelines and procedures, categorized into the pertinent considerations related to campus events. The sections below are particularly useful to inform planning, implementation and follow-up.

1. FREE SPEECH AND ADVOCACY

i. **Speech and Advocacy** (30.00) emphasizes the university's commitment to assuring that all persons may exercise the constitutionally protected rights of free expression, speech, assembly and worship.

ii. **Use of University Properties** (40.40) acknowledges the right of all persons to exercise their constitutionally protected rights and specifies that, in areas that are open to the public generally, such activities shall not interfere with the orderly operation of the campus and must be conducted in accordance with campus time, place and manner regulations.

iii. **Use of University Properties: Campus Regulations** (42.00): Chancellors shall develop campus implementation regulations that provide procedures and criteria for the use of university properties by student governments and Registered Campus Organizations.

iv. **Policy on Registered Campus Organizations: Use of University Properties** (70.50) states that any use of university properties and services by a Registered Campus Organization must conform to PACAOS Section 40.00 **Policy on Use of University Properties** and any applicable campus time, place and manner regulations.

Response to Protests on UC Campuses: The Robinson/Edley Report

In addition to reviewing official university policies, campus officials should consult **The Response to Protests on UC Campuses**, also known as the Robinson/Edley Report. Written in 2012 after physical conflict broke out between police and protesters during demonstrations at two UC campuses, the recommendations presented in the report sought to "help the University improve its responses to protest situations, and minimize the possibility of discord, violence or use of force at future protests." Of particular interest in the current era are the "**Recommendations as Implemented**" on pages 14–17, which refined the original recommendations based on input from university stakeholders.

2. INTOLERANCE, HARASSMENT AND DISCRIMINATION

i. **Regents Policy 4403: Principles Against Intolerance**

   - *Sub-paragraph a.* states that acts of hatred and other intolerant conduct, as well as acts of discrimination that demean difference, are antithetical to the values of the university and serve to undermine its purpose.

   - *Sub-paragraph b.* states that university policy prohibits discrimination based on the factors listed in **UC's Nondiscrimination Statement**.

   - *Sub-paragraph e.* stresses the importance of empowering each member of the university community to speak, be heard and be engaged based on the merits of their views and unburdened by historical biases, stereotypes and prejudices.

   - *Sub-paragraph f.* encourages each member of the community to consider his or her responsibilities and rights as they relate to mutual respect and civility within debate and dialogue.

   - *Sub-paragraph i.* emphasizes that harassment, threats, assaults and vandalism of property that is targeted at individuals based on discrimination is prohibited by university policy.

   - *Sub-paragraph j.* encourages university leaders to implement the Principles Against Intolerance including, but not limited to, developing processes to respond promptly when intolerant and/or discriminatory acts occur.

ii. Nondiscrimination Policies

   - **Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment** states that it is the policy of the university not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California. In addition, it is the policy of the university to undertake affirmative action, consistent with its obligations as a federal contractor.

   - **Policy on Nondiscrimination** (20.00) describes the university's policy against legally impermissible, arbitrary or unreasonable discriminatory practices in admissions, access and treatment in university programs and activities.

   - **Regents Policy 4402: Policy on Nondiscrimination on Basis of Sexual Orientation** states that all groups operating under the Regents, including administration, faculty, student government, university-owned residence halls and programs sponsored by the university, are governed by this policy of nondiscrimination.

   - **Policy on Student Conduct and Discipline: Grounds for Discipline** (102.09 and 102.10) states that students shall not harass or stalk any other members of the university community.

3. DIVERSITY AND INCLUSION

i. **Regents Policy 4400: Policy on University of California Diversity Statement** emphasizes UC's commitment to support diversity and equal opportunity for all members of the UC community.

ii. **Guidelines for Enhancing Diversity at UC In the Context of Proposition 209** is a general overview of guidelines that apply to outreach enrollment, retention and hiring practices with regard to the diversity and inclusion of UC students, faculty and staff.

4. VIEWPOINT NEUTRALITY IN FUNDING DECISIONS

i. In accordance with **University Neutrality on Religious and Political Matters** (41.10), the university must remain neutral on religious and political matters.

ii. **Policy on Compulsory Campus-Based Student Fees: Campus Procedures and Criteria to Assure Viewpoint Neutrality** (86.30) mandates that campuses have the responsibility to ensure that campus entities that allocate compulsory student fees maintain procedures and criteria for funding decisions that are viewpoint-neutral.

5. COMPLIANCE WITH UC POLICIES, INCLUDING "TIME-PLACE-MANNER" REGULATIONS

i. **Use of University Properties** (40.20 and 40.30) states that all persons on university property are required to abide by university policies and campus regulations. Additionally, all use of university properties and services must conform to applicable campus time, place and manner regulations.

ii. **Speech and Advocacy** (30.30) states the time, place and manner of exercising constitutionally protected rights are subject to campus regulations that provide for non-interference with university functions and other conditions.

iii. **Use of University Properties: Denial of Requests for Use** (42.10) states that a request for use of university properties may be denied if the request is not in accordance with campus PACAOS implementation regulations.

iv. **Compulsory Campus-Based Student Fees** (86.34) states that compulsory campus-based fees may be reallocated to pay for speakers sponsored by Registered Campus Organizations.

v. **Regulations Governing Conduct of Non-Affiliates in the Buildings and on the Grounds of the University of California** (100012) states that no non-affiliate shall remain on university property if directed to leave by campus officer or employee, upon reasonable determination that the non-affiliate is committing an act that is likely to interfere with the activities of the campus or facility.

6. PUBLIC SAFETY

i. **Universitywide Police Policies and Administrative Procedures,** a manual issued by the UC Office of the President, is intended to maintain the high standards of the UC Police Department. Local policy and procedure manuals from each campus should also be consulted directly.

ii. **Universitywide Mutual Aid: 1301**: Universitywide mutual aid is the temporary reassignment of personnel, equipment and/or other resources from one campus or laboratory to another campus or laboratory within the University of California police system.

iii. Disruptions

- **Policy on Student Conduct and Discipline** (102.13) emphasizes that no students shall obstruct or disrupt teaching, research, administration, disciplinary procedure or other university activities.

- **Policy on Student Conduct and Discipline** (102.04) emphasizes that theft, destruction or damage to UC property by UC students can be cause for discipline.

iv. Damage to property

- **Policy on Student Conduct and Discipline** (102.04) emphasizes that theft, destruction or damage to UC property by UC students can be cause for discipline.

- **Regulations Governing Conduct of Non-Affiliates in the Buildings and on the Grounds of the University of California** (100013.M) state that no non-affiliate shall disturb plants and wildlife in any way, without authorization of a Designated University Official.

v. Masks and disguises:

- **Regulations Governing Conduct of Non-Affiliates in the Buildings and on the Grounds of the University of California** (100013.L) state that no non-affiliate shall wear a mask, personal disguise or otherwise conceal their identity with the intent of intimidation or for the purpose of evading identification.

vi. Weapons

- **Policy on Student Conduct and Discipline** (102.19–102.20) states that there shall be no student possession, use, storage or manufacture of explosives, firebombs or explosive devices. Additionally, there shall be no possession, use or manufacture of a firearm or other weapon.

- **Regulations Governing Conduct of Non-Affiliates in the Buildings and on the Grounds of the University of California** (100008 and 100015) indicate that no non-affiliate shall bring any explosive, flammable or hazardous materials onto university property. No non-affiliate shall carry or possess any Dangerous Weapon — see Section 100015 for the definition of "Dangerous Weapon."

7. CONDUCT OR DISCIPLINARY ACTION

i. **Use of University Properties: Violation of university policies or campus regulations** (40.20) states that individuals may be subject to possible legal penalties for violation of university policies or campus regulations. Students, faculty and staff may also be subject to disciplinary action in accordance with university policies and campus regulations.

ii. **Policy on Student Conduct and Discipline: Grounds for Discipline** (102.00) lists the types of violations by students for which Chancellors may impose discipline.

iii. **Policy on Registered Campus Organizations: Conduct and Discipline** (70.30) states that a Registered Campus Organization is required to comply with university policies and campus regulations or it will be subject to revocation of registration, loss of privileges or other sanctions.

8. NON-AFFILIATES

i. **Regulations Governing Conduct of Non-Affiliates in the Buildings and on the Grounds of the University of California** is a collection of regulations addressing the conduct of persons who are not students, officers or employees of UC.

Considerations for Campus Policy Review on Major Events and Related Issues

Framing questions: Do individual campuses have policies, procedures or regulations that are consistent with universitywide policies?

What questions or issues should campuses consider in creating, revising and implementing universitywide policies and developing campus procedures and programs?

What is (or should be) the campus process for creating, revising, approving and communicating about campus policies, procedures or rules?

In addition to the universitywide policies described in Systemwide Policies and Guidelines, we have compiled the following set of questions that campus leadership should consider when developing campus-specific policies, practices and procedures related to the crucial components of major events. The policy **Development and Review of Universitywide Policies and Campus Implementing Regulations** (13.00) describes the process for developing and reviewing the Policies Applying to Campus Activities, Organizations and Students, and the regulations for campus implementation of the collection of policies.

Policy Considerations:

1. EXPRESSION IN SPACES OPEN TO THE PUBLIC

- Does the campus have "time, place and manner rules and regulations" to govern expression in public spaces? Do these rules contain any of the following provisions?
  – Commitment to free expression and assembly
  – Commitment to civility and respect toward all
  – Rules on sound amplification, signage, masks
  – Rules on posters, leaflets or chalking
  – Rules of conduct in campus buildings and properties
  – Policies regarding overnight camping
  – Violation of the rules or regulations

2. USE OF UNIVERSITY PROPERTIES

- Are the policies and regulations for venue requests or planned demonstrations clear, transparent and accessible?
- Is it easy for individuals and organizations to understand all the steps and costs required to obtain approval to use a venue for an event or a speaker?
- Are timelines for submitting and processing requests clear so the campus doesn't get pushed to make last-minute determinations?
- Is there a designated contact person for questions that may arise in the process of reserving a space?
- Does the campus promptly respond to requests?
- Is there a process for documenting decisions and supporting rationales in writing?
- Is there a process for appeal or challenge of an initial campus determination?

3. VIEWPOINT NEUTRALITY

- Are all UC policies related to a given event objective and viewpoint-neutral? Is this stated clearly, in writing?
- Does the campus have in place a policy of viewpoint neutrality on outside speakers who are sponsored by recognized departments, student organizations or campus departments?
- Do procedures for event reservations provide objective, viewpoint-neutral and clearly identified factors to guide a decision maker's exercise of discretion?
- Is the policy consistently applied without regard to an event's content or a particular speaker's viewpoint?
- Are all applicable costs and fees, and their viewpoint-neutral bases, clearly stated?
- Are any requirements for a deposit, insurance or indemnification viewpoint neutral and clearly stated?
- Does the campus have in place a policy on the use of university facilities for events and activities sponsored by non-university persons/groups that is viewpoint-neutral?

4. PUBLIC SAFETY AND PROTEST MANAGEMENT

- Does the campus have policies for procedures that incorporate the recommendations of the Robinson/Edley report?

- Do policies and procedures incorporate the standing event response team approach developed by the Robinson/Edley report?

- Has the campus established a clear and viewpoint-neutral trigger (or series of triggers) for when a security assessment is required for event management?

- Do the relevant policies and procedures identify narrow, objective and definite factors to be considered in the security assessment (e.g., venue availability, anticipated crowd size, and number of expected police officers to secure the venue)?

- Has the campus established a clear process outlining who will monitor an event, who will be involved in assessing developments (including security assessments) and who will be responsible for making decisions about any campus intervention?

- Has the campus established a clear process for consulting with the Chancellor or a designate on the use of policing tactics, including use of force, removal of protestors, citation or arrest of protestors?

- Has the campus established a formal program or process to allow designated, trained observers to gain access to the protest site for purposes of observing, documenting and reporting the event?

- Has the campus established policies to require after-action reports for all protest events involving a police response, regardless of whether the response resulted in force, injury or civilian complaint?

5. CONDUCT

- Does the campus have a set of Principles of Community that is disseminated regularly and is easily accessible?

- Has the campus established a process for systematically examining whether disciplinary proceedings are warranted against protesters, after an event?

- Has the campus established a process for reviewing disciplinary decisions over time, to ensure that such decisions are made with consistency and without regard to a protestor's viewpoint?

6. CAMPUS POLICY REVIEW PROCEDURES

- Has the campus specified procedures, including consultation processes, by which campus regulations may be developed or revised?

- Has the Chancellor (or designates) consulted with students (including student governments), faculty and staff in the development or revision of campus implementing regulations?

- Prior to their adoption, have all proposed campus-implementing regulations, including all substantive modifications to existing regulations, been submitted to the Office of the President for review, in consultation with the Office of the General Counsel?

Other (Non-Policy) Considerations:

7. COMMUNICATIONS REGARDING PROTESTS AND MAJOR EVENTS

- Does the campus have a process for communicating with protest leaders, the campus community and members of the media?

- Have campus officials made every reasonable attempt to identify and contact members of the demonstration group — preferably one or more group leaders — in advance of the demonstration, to establish lines of communication? For leaderless groups, campus authorities should consider communicating broadly to the group as a whole (through social media and otherwise) until relationships form.

- Has the campus informed protestors, in advance of the event, of the availability of alternative venues for communication of their concerns and proposals?

- Has a dialogue been established between administration officials and the demonstration group about protest objectives and applicable rules for campus protest?

- Has the campus established a communication mechanism for promptly informing the campus community at large about material developments in ongoing protests, for use when appropriate?

- Has the campus established a process and criteria for identifying the campus official(s) who will communicate with the demonstration group leaders?

- Has the campus established a designated campus spokesperson for media inquiries?

8. CONFLICT RESOLUTION/MEDIATION

- Has the campus established an internal mediation function at the campus or regional level to assist in resolving issues likely to trigger protests or civil disobedience?

- Has the campus considered deploying this mediation as an alternative to force, before and during a protest event?

- Where possible, is it feasible for police to pursue tactics designed to avoid tensions and avoid tactics likely to increase tensions?

9. CAMPUS CLIMATE

- If applicable, has the campus made every effort to identify and contact members of any of the groups targeted or singled out by demonstrators, protestors or speakers to provide emotional support or resources?

- If applicable, has the campus offered services or support to individuals or groups who may feel harassed or harmed by demonstrations or protests?

- Is it feasible to undertake initiatives and actions that affirm **UC's Principles of Community** and provide peaceful discourse and/or mutual understanding?

- Are campus policies on the prevention of harassment and discrimination clear, easily accessible and regularly disseminated to the campus community?

- Does the campus have a method for campus community members to report bias or acts of intolerance that discriminate, exclude, harass or harm based on race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion?

- If applicable, does the campus have a procedure or process for responding to reported acts of bias or intolerance?

Framing question: What practices do campuses employ to manage major campus events or incidents while maintaining a positive campus climate?

UC campuses have employed a variety of strategies and practices in response to recent events that caused unrest or negatively affected campus climate. These emergent practices incorporate the philosophy and values of free expression, community, respect and inclusion. Campus leaders can use this understanding of what works — or might work — to complement long-standing campus programs and practices, such as cultural or affinity centers, protest management teams and conflict-resolution programs. Several examples of emerging practices are described below.

FREEDOM OF SPEECH AND EXPRESSION

UC officials have offered trainings and other resources to educate campus community about the importance of free speech, promote better understanding of the First Amendment and convey the impact of hateful and harmful speech. Recent examples include:

- During the week of Oct. 16, 2017, UCLA sponsored or co-sponsored **Free Speech 101: UCLA's Week on Freedom of Speech** to enable UCLA students, staff, faculty, alumni, community members and friends of the university to listen to, reflect on and express diverse perspectives and opinions about free speech and its role in the life of our democracy and the life of UCLA. Collaborative events, such as "What Is Civil Discourse? Challenging Hate Speech in a Free Society," were presented by UCLA Student Affairs, the Los Angeles Times and the United States Holocaust Memorial Museum.

- UC San Diego has published an online resource that provides a brief section about freedom of speech and expression. Other UCSD free speech resources include a summary of First Amendment protections — an overview of basic concepts of free speech, expression and what is and what is not protected under the First Amendment to the U.S. Constitution — and **Freedom of Speech and Expression Resources**, a list of on- and off-campus resources devoted to freedom of expression.

COMMUNITY BUILDING

Campuses have expanded their sponsorship of speaker series, community dialogues and visibility campaigns that promote diversity and inclusion and encourage healing or repairing relationships. Recent examples include:

- In fall 2015, UCLA's Office of Equity, Diversity and Inclusion (EDI) launched **CrossCheck**, an online platform devoted to new modes of discussing the office's purpose at the university. In fall 2016, EDI expanded on CrossCheck, launching **CrossCheck Live**, a live-format platform to facilitate dialogue with UCLA's community. The live sessions provide challenging, real-time discussions. One popular example was **Processing the Election**, held just a few days after the 2016 presidential race ended.

- Launched in 2014, Berkeley's **Campus Climate Initiative** monitors and works to improve the campus environment with regard to respect, inclusion, access and equity. Projects have included a Campus Climate Speaker Series — timely conversations with diverse national leaders, thinkers and advocates — and a training program for graduate student instructors on developing tools for more inclusive classrooms. In fall 2017, Berkeley's Division of Equity and Inclusion offered students, staff and faculty budgets of $1,000–$10,000 to create diversity-themed events: inviting speakers to campus to engage in scholarly discourse on the value of equity, diversity and inclusion; creating spaces for dialogue between and among diverse groups (structured debates and intergroup dialogues); and offering empowerment and affirmation workshops.

- In fall 2016, UC Santa Barbara's Division of Student Affairs launched the *RESILIENT LOVE* series, which seeks to "respond ethically and honorably to hate and violence." Featuring visiting artists, academics and community discussions, the series promotes conversation that will forge a "love-driven response to hate, hurt and fear."

- In spring 2017, UC San Francisco launched the *Welcome All* campaign to underscore the commitment of UC campuses and healthcare systems to diversity and inclusion. The campaign grew out of concerns by patients, students and staff about potential discrimination against immigrants and members of marginalized or vulnerable groups. Posters and postcards in English, Spanish, Russian, Chinese and Arabic were made available at the **Welcome All website**. Clinicians and staff received Welcome All talking points, including the stated reassurance that UCSF Health will not share patient information with U.S. Immigration and Customs Enforcement or other federal authorities.

MAJOR EVENTS POLICY

In response to public comments and stakeholder feedback, UC Berkeley changed four aspects of its **Major Events Policy**: (1) the deadline for notifying the campus of a potential Major Event was shortened from eight weeks to six weeks; (2) the number of participants triggering the definition of a Major Event was increased from 200 to 300; (3) the definition of a dance was changed to clarify that dance performances are not considered Major Events; and (4) the distribution of alcohol at selected campus buildings was exempted from the Major Event policy.

PROTEST MANAGEMENT AND PUBLIC SAFETY

Along with revisiting the **Robinson/Edley Report**, campuses are working with their communities on policing policies and practices, and have formed protest management groups with clearly defined roles. Examples include:

- The UC Santa Barbara Police Department and the Santa Barbara County Sheriff's Department teamed up to offer UCSB and Santa Barbara City College students the Citizen's Academy, for Isla Vista residents and college students in Santa Barbara County. This eight-week course explores the issues officers deal with on their beats, delving into case law, civilian rights, emergency preparedness, and working with the K-9 unit.

- The **UC Riverside Campus Event Response Team** (CERT) assists organizers in planning safe and successful gatherings, rallies, protests and demonstrations. The team also participates in the resolution of event-related incidents. The team employs a set of established goals and guidelines. Members of CERT include people from Student Affairs, Business and Administrative Services, Labor Relations, UCPD and faculty and student leaders.

- UC Merced published **Peaceful Protest Guidelines**, a set of protocols for responding to peaceful assembly or protest. The guidelines include the membership and charge of the Protest Oversight Group, the duties and responsibilities of particular campus offices, and the requirements for post-incident reporting.