

**From:** Chief Rose <[drose@ucsd.edu](mailto:drose@ucsd.edu)>  
**Date:** Friday, August 28, 2020 at 6:21 PM  
**To:** PD-Users  
**Subject:** Upcoming Assessment and Training

Team,

In light of today's political and social climate, and upon my own reflection on the intersectionality of race, gender and transformative policing, I have asked the Office for the Prevention of Harassment and Discrimination (OPHD), Employee and Labor Relations (ELR), and the Office for Equity, Diversity, and Inclusion (EDI) to engage with us in order to cultivate a more responsive workplace for the betterment of the Department and our campus community.

To this end, we are also engaging a third-party consultant to review our workplace, diagnose communication and access barriers, and provide recommendations for implementation to ensure that we, leadership and staff, are confident in achieving our full potential in a trusting environment. Anticipated goals of this engagement will include developing a greater understanding among the Department of conflict resolution processes, generating solutions to the barriers perceived, and fostering a culture of engagement within the Department that is founded in principle of diversity, equity and inclusion.

We will also engage Department leadership and staff members through training and programming. The Office for the Prevention of Harassment and Discrimination (OPHD), Employee and Labor Relations, Office for Equity, Diversity, and Inclusion (VCEDI), and external trainer(s), will collectively host regular (approximately monthly) meetings with Department leadership and staff to provide training and programming on compliance, best practices, and emerging issues, with a particular focus on issues related to bias, discrimination, and self-care.

I will be scheduling some Department-wide zoom meetings in the near future to share more details and to get your feedback.

Thank you and be safe,

David Rose  
Chief of Police