

From: "Rose, David" <drose@ucsd.edu>
Date: 9/11/20 16:16 (GMT-08:00)
To: PD-Users
Subject: Update on August 28th Email - Department Initiative

Team,

On August 28th, I wrote to you share my vision and commitment to cultivate a more responsive workplace for the betterment of the Department and our campus community. Today, I want to share an update on the progress we have made thus far and upcoming programming opportunities that will be made available to all of you.

We, in collaboration with the Office for the Prevention of Harassment and Discrimination (OPHD), Employee and Labor Relations (ELR), and the Office for Equity, Diversity, and Inclusion (EDI), have interviewed four qualified consultant firms to assist in the workplace review I shared in my prior email. We have asked each of the consultant firms to provide a proposal for our review no later than Friday, September 11, 2020 for fullest consideration. We anticipate reaching a decision on a preferred consultant firm shortly thereafter. Whomever we choose to assist us in this endeavor will have experience and expertise working with police organizations such as ours.

The monthly meetings with our campus partners are underway. OPHD had their first Zoom meeting with PD staff on August 28, 2020. OPHD is scheduled to meet with our team members on September 11th, September 14th, and September 16th, with more to come. You should receive a calendar invitation from Kristine for a session at a time when you are scheduled to work—supervisors are encouraged to make duty time available, subject to operational needs. ELR is planning on setting up meetings with our team towards the end of October. I will provide a schedule of additional meetings with our campus partners once they are confirmed. These meetings represent an opportunity for our department to learn about the various services and programs available to us, and to get to know our UC San Diego colleagues. Should you not be able to attend your “invited” session, please see your supervisor for rescheduling options.

Finally, I want to draw your attention to the new Transformational Policing Initiative (TPI). The TPI is the result of an ongoing collaboration started more than a year ago, defining what equity, diversity and inclusion means for our police, and how we are partners with our community in advancing the educational mission of the university. To learn more about this initiative please visit <https://police.ucsd.edu/about/transformational.html> for information.

I will be scheduling 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