



FOOTHILL - DE ANZA

COMMUNITY COLLEGE DISTRICT POLICE DEPARTMENT
"TO SERVE AND PROTECT"



Police Chief's Advisory Committee (PCAC)

Meeting Notes

March 17th, 2022, 4:00pm – 5:30pm

I. Welcome and Introductions

A. The FHDA Police Department is responsible for the Police Chief's Advisory Committee (PCAC).

The PCAC members are comprised of administrators, staff, faculty, and student representatives.

➤ *In attendance:*

Chief Danny Acosta – PCAC Chair, FHDA PD
Susan Cheu – Vice Chancellor Business Services
Bill Baldwin – Central Services Classified Senate
Dennis Shannakian – De Anza Classified Senate
David Marasco – Foothill Academic Senate
Rhonda Wood – Foothill Classified Senate
Jory Hadsell – Vice Chancellor Technology

Carla Maitland – Executive Assistant, VC of Business Services
Joy Garza – FHDAPD Training & Communications Manager
Joe Mauss – FHDAPD Records Supervisor
Kevin Strauss - FHDAPD POA

II. Approval of Minutes/Notes

➤ *Minutes are approved with one spelling correction in member Bill Baldwin's title and term clarification of "stop" and "detention" noted by Bill Baldwin. Chief Acosta offered to add definitions to RIPA terminology.*

**Added after meeting conclusion included in minutes per request:*

- **Stop:** any detention by a peace officer of a person, or any peace officer interaction with a person in which the officer conducts a search.
- **Detention:** a seizure of a person that results from physical restraint, unequivocal verbal commands or words or conduct by an officer that would result in a reasonable person believing that he or she is not free to leave or otherwise disregard the officer
- **Search:** a search of a person's body or property in the persons' possession or under their control, and includes a pat-down search of a person's outer clothing, as well as, a consensual search

III. 21-22 Academic Year Schedule

April 21, 2022

May 19, 2022

June 16, 2022

IV. Equipment

A. AB481 updates

➤ *Chief Acosta; hearing no objections, moving forward with recommendations and will be submitted to the Chancellor's Advisory Committee, following will be a 30 day public review, then Board of Trustees.*

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V. Training Metrics

A. Breakdown by year, discipline, and subject matter

- *Chief Acosta; training metrics prompted by Ajani Byrd's request to look more closely at the "soft skill" trainings such as cultural diversity trainings.*
- *Joy shared her screen to show FHDA Police Department training metrics from 2019-2022. Described how the training was broken down into perishable, durable and soft skills type of training, gave examples of each type.*
 - *2019 Total training hours = 358 hours; 250 hours in Perishable Skills, much of these are required by the state to be completed every two years. 0 hours in Durable training, however 88 hours was completed by individual officers separate from the group. 108 hours of Soft Skill training. Noted the state is putting an increased emphasis on this type of training within the past 2-5 years.*
 - *2019 overall metrics; 70% Perishable, 30% soft skills. Of the 30% soft skills: 67% is principled policing, Implicit Bias and Procedural Justice training. 33% was mental health training.*
 - *2020 Total training hours = 304 hours; 164 hours in Perishable Skills. 60 hours of Durable skills, much of this training was due to new state laws. 80 hours of Soft Skills. 263 hours of individual officer training, increase from 2019, much was instructor specific courses.*
 - *2020 overall metrics; 54% Perishable, 26% Soft (50% Suicide by cop & de-escalation training, 30% Callers in crisis, suicide & de-escalation, 20% Principled policing & implicit bias) 20% Durable skills. Individual training; 85% Perishable, 14% Durable, 1% Soft skills*
 - *2021 total training hours = 947 hours (increase over 200%); 424 hours Perishable skills, (42 hours per officer) 221 hours Durable skills, 302 hours Soft Skills (30 hours per officer). Individual training had another big jump to 339 hours; 127 hours Perishable, 170 hours Durable, 42 hours of Soft Skills.*
 - *2021 overall metrics; 45% Perishable, 32% Soft skills (includes 29% homeless & Mental health response & de-escalation, 29% Duty to intercede & de-escalation, 28% Officers wellness, 8% Suicide by cop & de-escalation, 6% Tactical communication & de-escalation) 23% Durable skills. Out of Individual Training; 50% Durable, 37% Perishable, 13% Soft skills*
 - *2022 Q1 (January – March) training hours = 299 hours. The department is on a good track for the rest of this year. 50 hours Perishable skills, 87 hours Durable, 154 hours of Soft Skills (the most yet for all three years). 72 hours of individual training; no Perishable skills training yet done this year, 68 hours Durable, 4 hours of Soft skills*
 - *2022 1st Quarter metrics; 54% Soft Skills (55% Anti-Bias, Cultural awareness, Implicit Bias, Racial Profiling, 45% Use of force, De-escalation, Strategic communication) 29% Durable skills, 17% Perishable skills*

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- *2019 – 2022 Bar Chart to show comparison; 2021 has a large increase in overall training and the largest jump in Soft Skills with 2022 also on target to surpass the prior years in all areas of training.*
- *Joy completed presentation, opened the floor for questions. No questions.*

VI. Training Opportunity

A. Implicit Bias, Racial Profiling, Procedural Justice, Cultural Diversity (free) Training

1. DeAnza, **May 24th** and Foothill **May 25th**, 8am – 5pm
2. Attendees: Police department with college administrators, faculty, staff, PCAC and team of POST certified instructors.
3. Course Description:

The Principled Policing approach emphasizes the tenets of 1. Show respect, 2. Give Voice (listening), 3. Be neutral and 4. Build trust (Procedural Justice) while also addressing the common implicit biases that can be barriers to these approaches (Implicit Bias can compromise our community banks and can compromise our officer safety). Law enforcement can improve trust and relationships between agencies and their communities by using these principles to evaluate their policies, procedures, and training within their departments. In addition, developing an understanding of these two concepts will enable law enforcement to improve safety and well-being for the public and law enforcement officers alike. The course covers instruction in "Principled Policing: Procedural Justice & Implicit Bias".

- *Chief Acosta invited committee members to the Principled Policing Procedural Justice training that FHDA PD will be hosting on May 24 & 25 at both Foothill & De Anza Colleges. If there is room in the classes, the Police Department will also be inviting administrators and members of the public to attend.*
 - *Space limited to 25 people per class. Not inviting students at this time due to size restrictions. The Police Department is looking to hold this class every two to three years. FHDA Police Department attended this class a couple years back and now there is a community version we will include the college community.*
- *Joy Garza noted update change in location; May 24th at Foothill College & May 25th at De Anza College. Course is well done, taught by certified instructors, and good opportunity to learn along side college community members. Will follow up with the group for RSVP's on participation.*

VII. FHDA PD Community Forum

A. Objectives

1. Build dialogue and trust between the community and police department
2. Build and maintain partnerships, continuous working relationships

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3. Open and effective communication to address various concerns
4. Welcome college community groups and members opportunities to learn about latest projects, programs, ask questions and give feedback.

B. Frequency, Moderator, One topic at a time

- *Chief Acosta; students and some faculty and administrators have requested forums to be held by the Police Department. Would include one facilitator/moderator, keep each session to one topic so we can make the best use of the time given, bring in experts and other officers.*
 - *The composition of the panel would be determined by the nature of the topic.*
 - *Would like to eventually see one forum per quarter.*
 - *Will include participation of PCAC members.*
- *Chief Acosta offered an additional opportunity for PCAC members to be included in new officer training. Asked if anyone on the committee would be interested in assisting with scenario role playing training for new FHDAPD officers during the FTO (Field Training Officer) program. Would like to have people from the college community take part in this and give feedback.*
- *Joy Garza commended Chief Acosta for the level of transparency that he is showing by offering multiple opportunities for community participation in officer training and transparency of information. A good start toward the future of law enforcement and what that looks like going forward.*
- *Jory Hadsell asked if the community member would be sitting through the training or be the actor in the training.*
 - *Chief advised that the faculty, staff, or community member would be a role player during the scenario portion of the training exercises. Gave example of experience in sexual assault investigations, how the community might gain insight on what the officer needs to ask and investigate, while also providing feedback on how to communicate better.*
 - *Jory Hadsell; wonderful way to build connections between officers and community.*
 - *Chief Acosta; also looking for citizens academy options to offer.*
- *Chief Acosta opened general questions:*
- *Bill Baldwin referred to the email that was sent by FH President regarding vandalism at Foothill College, asked if there were any developments.*
 - *Chief Acosta, the case was still ongoing and officers are following up on leads. Some misinformation about the incidents but this is normal. May decide to post information and pictures online and request public's information. Not much more information can be given but it is an active investigation.*
- *Joy Garza; asked about timeline of Community Forum.*
 - *Susan Cheu suggested to start in Fall 2022 due to graduation events in Spring.*
- *Joy Garza; reminded the group about the community Principled Policing Procedural Justice training course coming up in May and now open for PCAC members to reserve their spots.*

VIII. Next Meeting

A. April 21, 2022

1. AB481 Equipment update