



Peralta Community  
College District

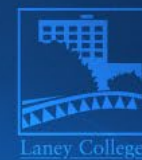
# Community Safety Update and Timeline for Implementation

Presented by:

Abdul D. Pridgen

Interim Executive Director of Community  
Safety

*Berkeley City College — February 24, 2026*



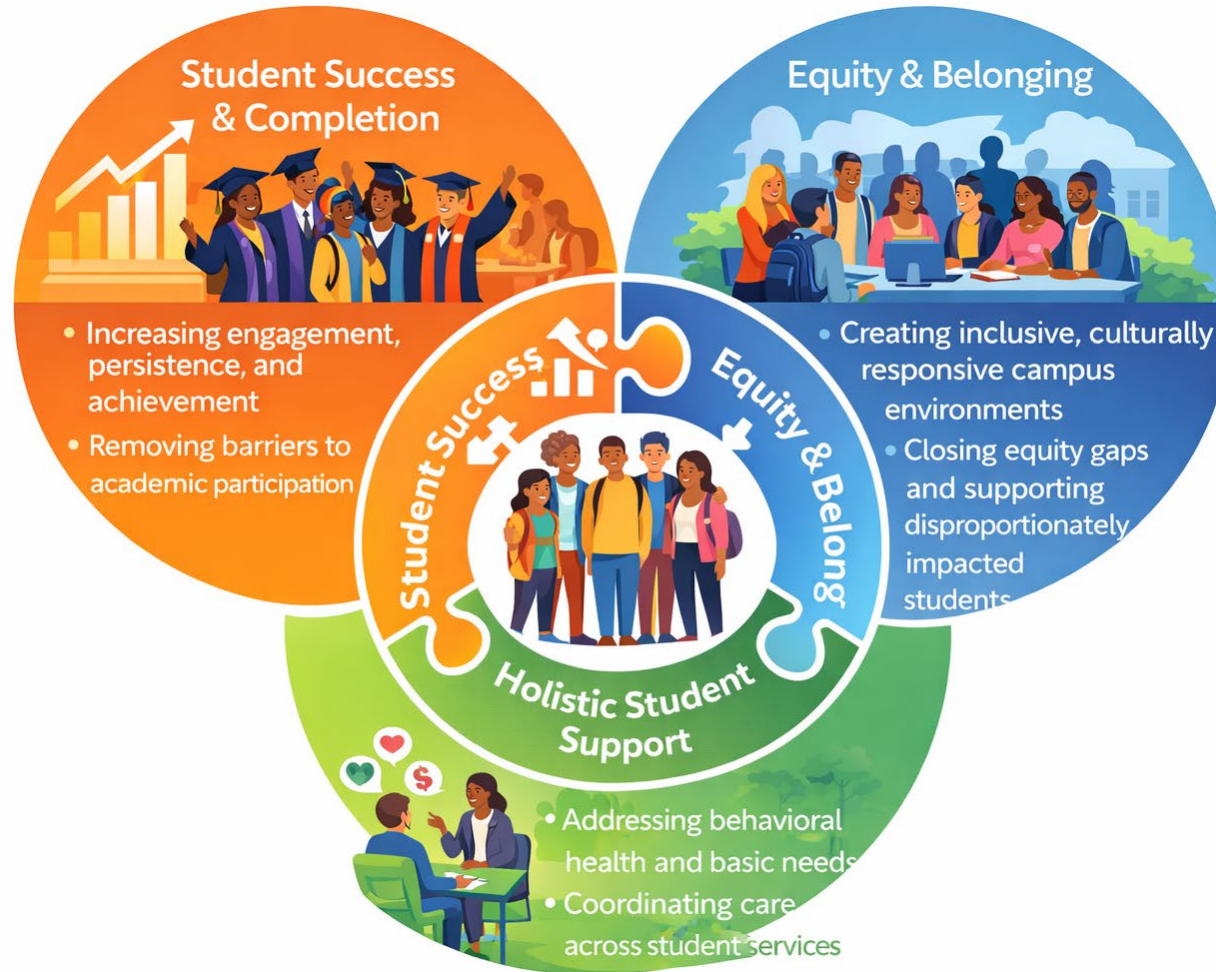


# Agenda

- Background
- Feedback Survey
- Doing the Work – Improving the Campus Community
- Building the Plan – Technology Improvements
- Community Safety Context
- Shared Governance Process
- Values
- Community Safety Model
- Community College District Peer-to-Peer Comparison
- Financial Outlook
- Phase I: Transition & One-Year Plan of Action
- Integration into Regional and Campus Communities



# Seamless Integration into Campus Communities



# Background

- In Spring 2024, the Chancellor engaged the District in listening sessions regarding safety; Institutional Research surveyed the District community to understand their thoughts/concerns around safety better
- New Interim Executive Director of Community Safety hired July 1, 2024
- September 2024, Community Safety Presentation to Board during the Merritt Showcase, presented a vision of a holistic, hybrid safety model (including armed and unarmed employees) that leveraged technology and people to meet/exceed District needs
- Explored law enforcement partnerships, but they were not able to support the District at this time for these services
- Since then, we have reached out to our community, and I am excited to share their perspectives and a few updates



# What Does Safety Mean?

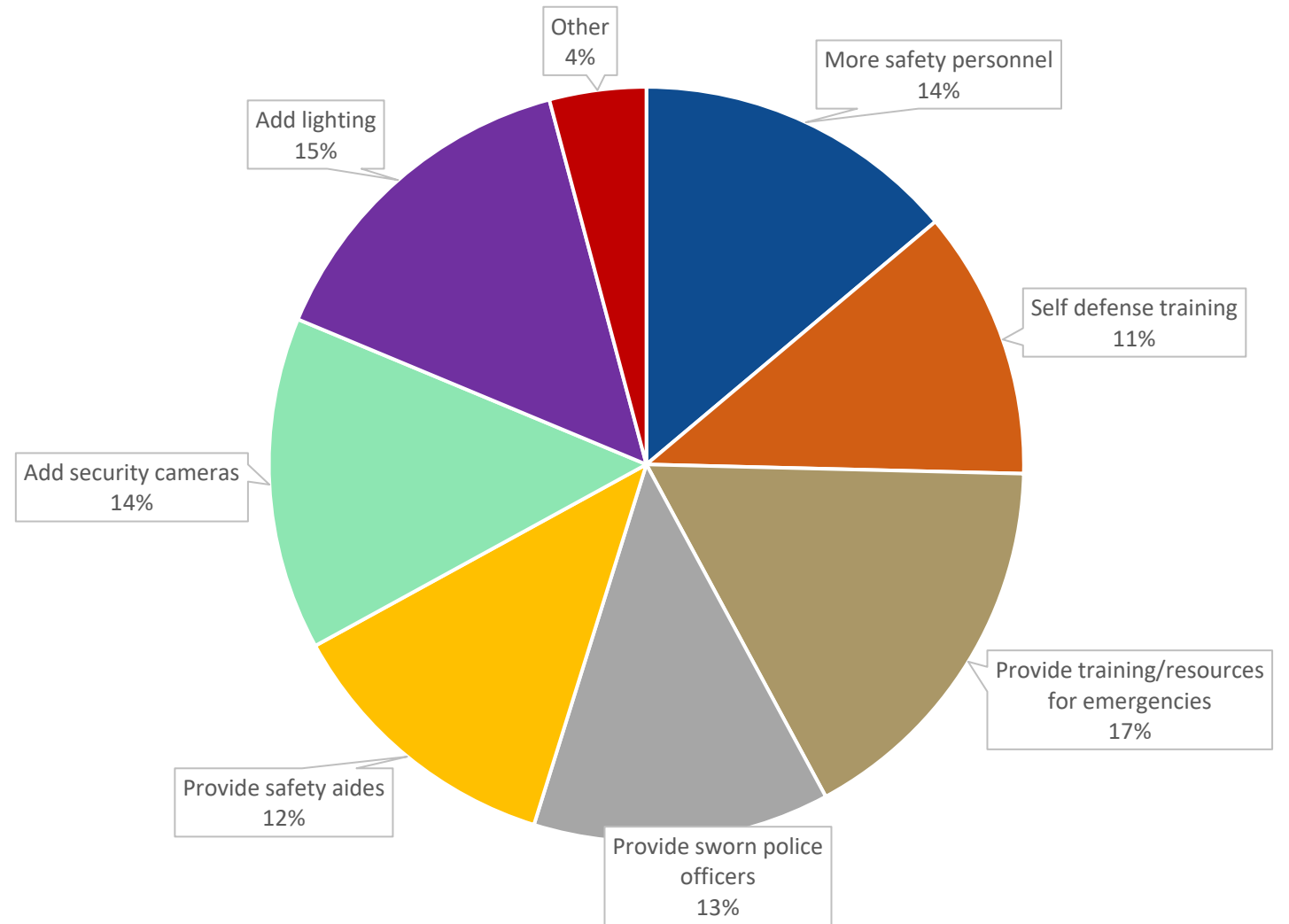
- Well-lit campuses and modern security infrastructure, such as improved lighting and security cameras, that deter crime and increase confidence
- Safety includes preparation and empowerment, with access to emergency training, self-defense instruction, and clear safety resources
- Clean, well-maintained spaces signal care, order, and guardianship — all of which increase perceived and actual safety
- Visible and reliable presence of trained personnel



# Feedback Survey

- Within this survey, people requested more lighting, more safety personnel, self-defense training, sworn officers, safety aides, more security cameras, and more training/resources
- Based on the survey conducted by Knowledge Saves Lives in Spring 2024, 1,206 written comments were received, and 85% of the comments supported a hybrid model in the District

## What more can PCCD do to increase the safety of student and employees



# Doing the Work- Improving our Campus Community



A lighting study was done for Laney College, new ADA ramps, and new lighting have started to be installed, along with other safety improvements like reducing foliage and cleaning streets adjacent to campuses



# Doing the Work- Improving our Campus Community

**BEFORE**



**AFTER**



Worked with the City of Oakland to provide support to those living around the Laney campus and District Service Center.



## Doing the Work - District Safety Training

- District is now part of a Joint Powers Authority called SWACC (Statewide Association of California Community Colleges), and we are now able to offer training that is being scheduled Districtwide:
  - De-escalation training
  - First Aid, CPR, AED
  - OSHA 10 & 30 Courses
  - Hazardous Material Courses
  - Trauma Level First Aid (second series after primary first aid)
  - Fire and Earthquake Drills
  - Title IX training
  - Childcare training
  - Gas and power turn off training for emergencies
  - Forklift, heavy equipment training
  - Active Assailant – Level I (lecture style)
  - Active Assailant – Level II (tabletop exercises)
  - Plus over 200+ online modules for training that can be assigned individually or for groups of employees



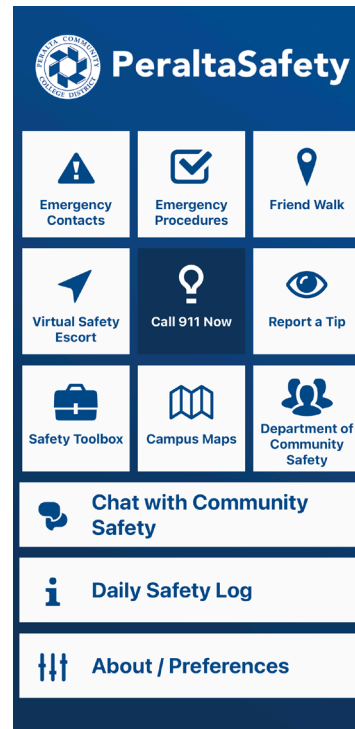
# Doing the Work – Technology Improvements



Provides alert notifications to your cell phone, email and landline



Will allow the District to push notifications to speakers on all District office phones and external loudspeakers



Central hub for all things related to community safety



Improved Incident Detection

Using artificial intelligence to allow for the detection of activity after hours and for greater visibility of campus resources

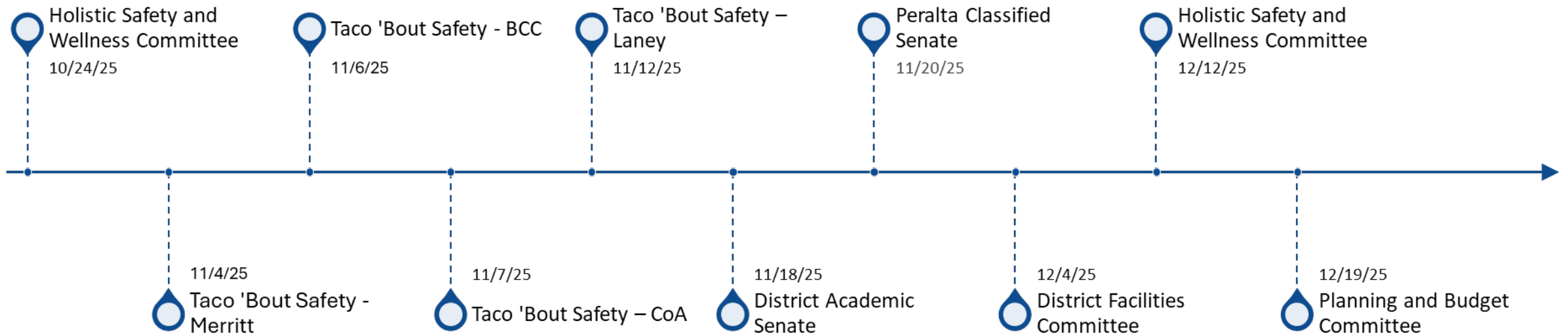
# Community Safety Context

- Shaped by the urban, open-access environment in which the District operates
- Designed around data – using data from the Annual Security Report, property & liability claims, calls for service, facility rentals, frequency, and other activities
- Technology integration (Rave, PeraltaSafety App, Incident Detection)
- Tiered response based on dispatching personnel needed for various calls and support
- Establish schedules and personnel assignments based on the times of day when campus activity is highest



# Shared Governance

- The new shared governance model, formalized in Fall 2024, is the Holistic Safety & Wellness (HS&W) committee, made up of students, classified professionals, faculty, and administrators
- Since January 2025, Community Safety has made a minimum of 16 presentations regarding community safety. Since Fall 2025, this plan has been presented to the following groups and formally recommended:



# Community Safety Model - Values

Trauma-informed - a framework that mitigates the effects of violence, poverty, and racism by fostering trust, collaboration, and psychological safety. It shifts from "what's wrong with you" to "what happened to you," emphasizing six core principles: physical/emotional safety, trustworthiness, peer support, collaboration, empowerment, and cultural/gender responsiveness

Culturally responsive - adapting systems, protocols, and decision-making to reflect the diverse communities we serve. We will create environments that are spiritually, emotionally, and physically secure by respecting diverse identities, backgrounds, and needs. It shifts away from punitive, one-size-fits-all approaches toward community-led strategies that foster belonging and equity

Equity-driven - a proactive approach to public safety that centers on racial equity, community power, and public health, rather than relying primarily on punitive measures like surveillance and policing. It seeks to dismantle systemic, structural, and historical inequities that have caused disproportionate violence and harm in specific, often marginalized, communities



# Community Safety Model – Positions Defined

Community Safety Services Assistant - Unarmed, trauma-informed front-line staff who provide visible campus presence, immediate de-escalation, and supportive response to non-criminal incidents. CSSA stabilizes situations, assesses immediate safety needs, and refers individuals to appropriate campus resources.

Behavioral Health Specialist - Specialists trained in behavioral intervention, trauma-informed response, and coordinated care for students, faculty, and staff who might be suffering an acute behavioral health crisis. These are not clinician-level positions, but they will respond rapidly to calls throughout the District alongside other personnel.

Student Safety Aides - Focused on visibility and escorts, flexible schedule aligned with academic commitments, no law enforcement pipeline expectation.

Cadets - Pre-sworn employees aspiring to become public safety professionals who provide additional visibility and assist with special events as they receive structured training and mentorship.

Sworn Officer – State peace officers licensed to carry firearms (POST Certified) and trained to respond to critical incidents and investigate serious criminal offenses. (This level also includes managers and supervisors for the department)



# Community Safety Model Proposal

## Tier 1 - Prevention

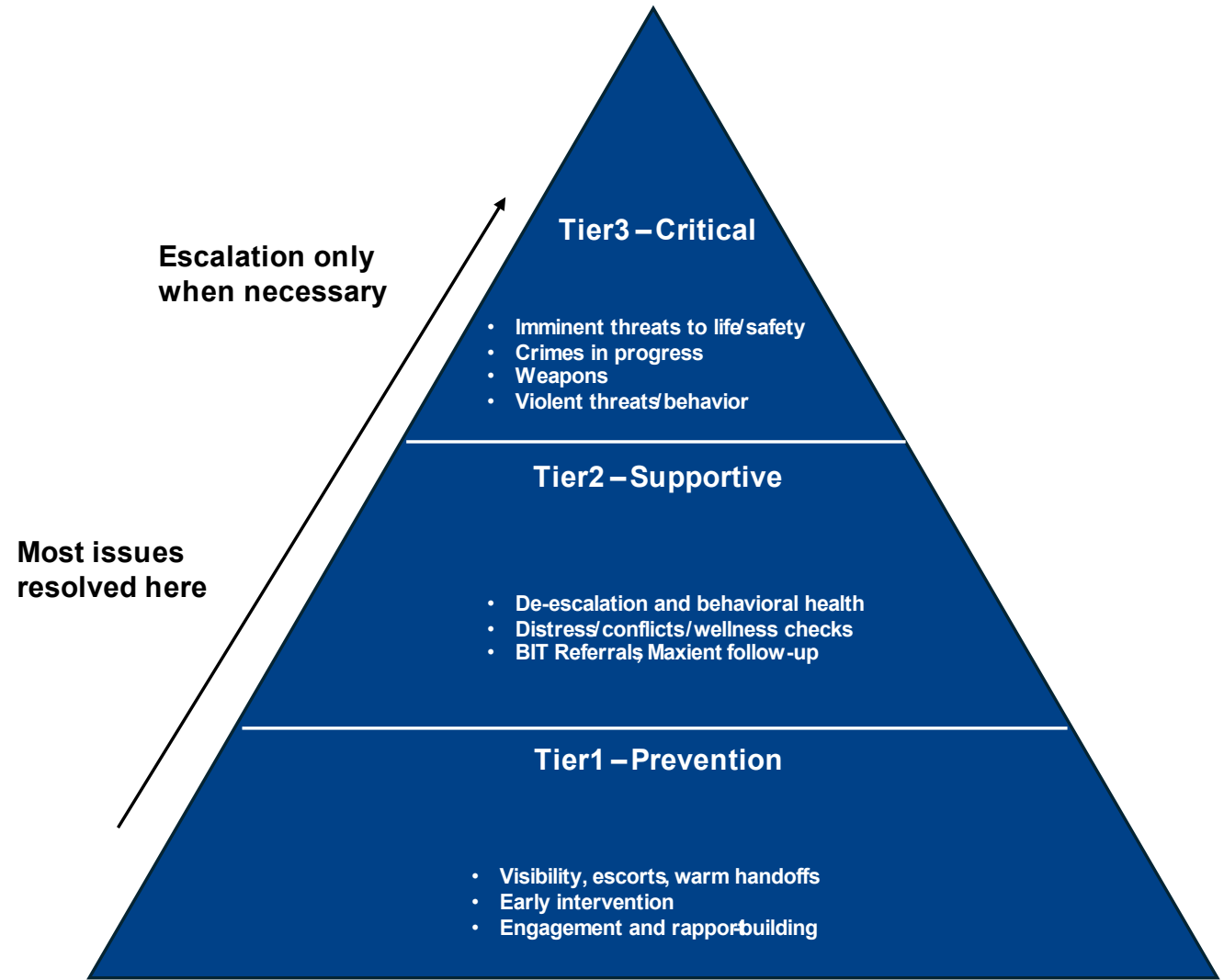
Example: Student disturbance at the Welcome Center; student does not have identification; student does not have funds to pay fees, and is upset. How would we respond?

## Tier 2 – Supportive

Example: A student who is perceived as misbehaving in the library has been asked to leave, but refuses. How would we respond?

## Tier 3 – Critical

Example: Someone on campus with a reported weapon, not known if it is a student or not, multiple calls for help, the person has made threatening gestures & statements to others. How would we respond?



**Tiered Response Framework**



# Community Safety Model Proposal

## Tiered Response with embedded Mental Health Support

### Tier 1 – Prevention

Every College has a current Behavioral Intervention Team (BIT) that we will partner with

Early threat assessment and coordinated case management

Campus education and de-escalation training

### Tier 2 – Support

On-scene behavioral stabilization

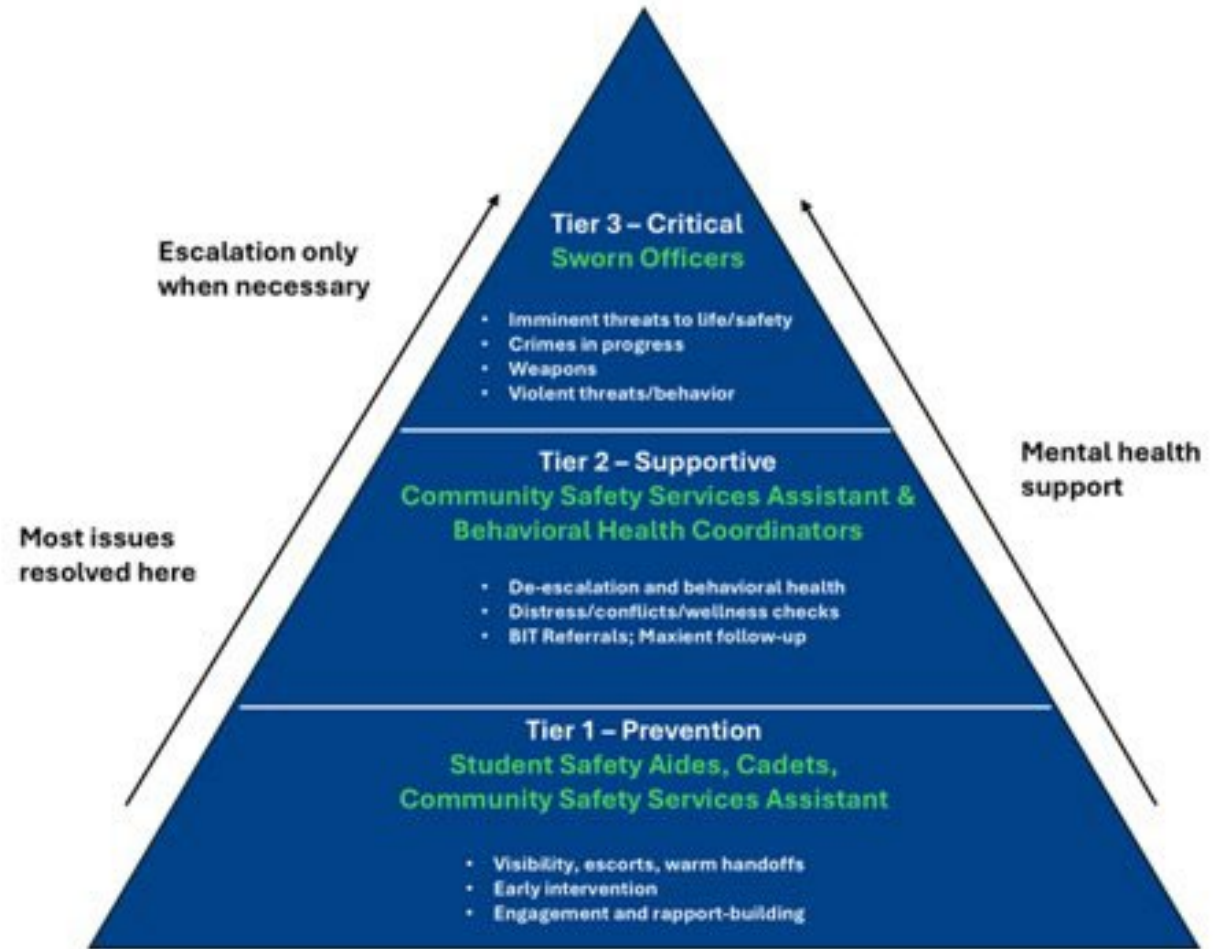
Referral to counseling/basic needs

Warm handoffs to county services

### Tier 3 – Critical

Embedded in the leadership response structure

Post-incident trauma response for campus community



Tiered Response Framework



# Community Safety Model- Comparison

## City of Oakland - Mobile Assistance Community Responders of Oakland (MACRO)

- A civilian, non-police, non-emergency response program operated by the Oakland Fire Department to address behavioral health, homelessness, and quality of life calls.

## Peralta Model

- Civilian, non-police, non-emergency response to District mental health concerns, but also has a responsibility to provide a visible presence, provide escorts, help provide support for events, and other District activities.

MACRO	Peralta Model
Responds to calls throughout Oakland	District-focused response
Emergency Medical Technician + Crisis Specialist	Community Safety Services Specialist + Behavioral Health Specialist
No escort function	Provides escorts
	Provides visibility on campuses



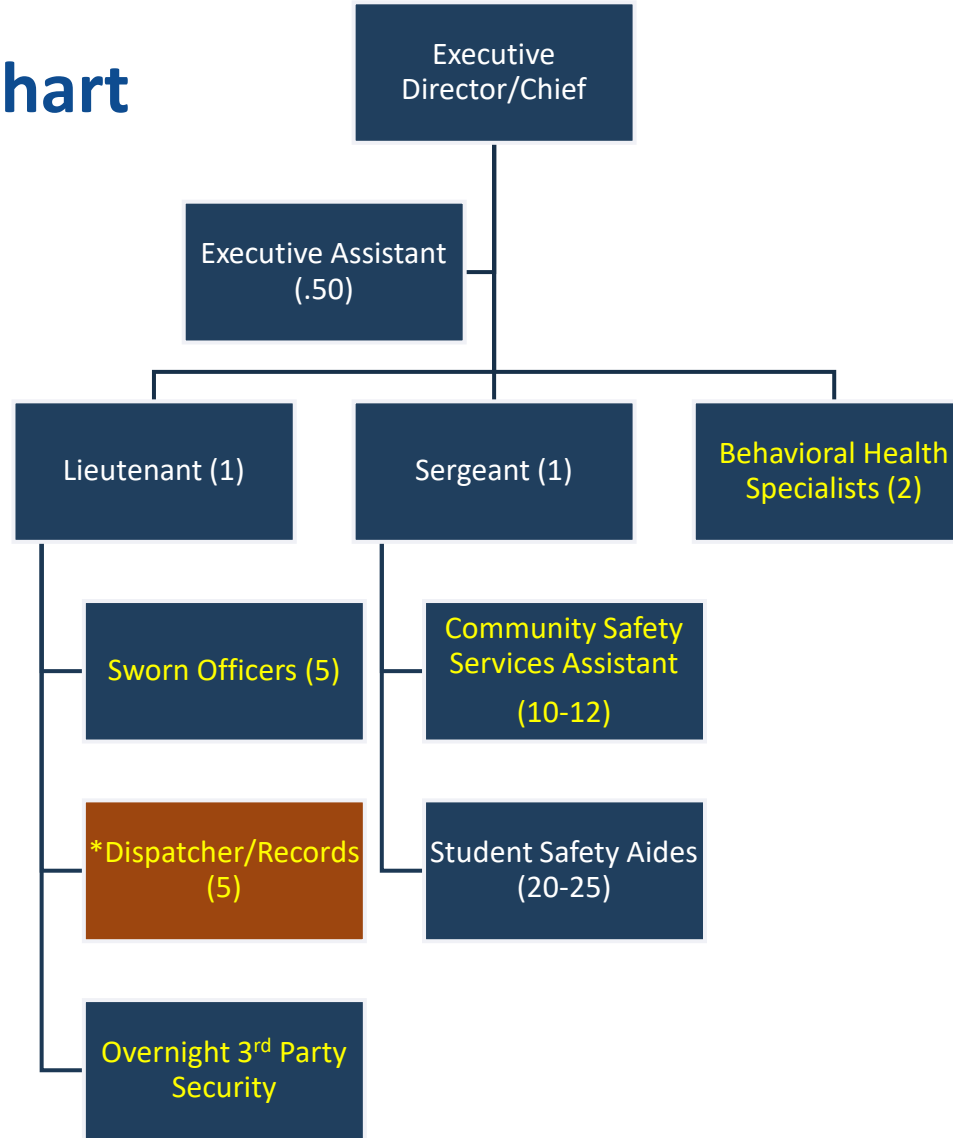


# Community Safety Model - Proposed Organization

- From count to capacity; quantity to quality
- We can provide our own training to ensure it corresponds to the current and evolving needs of our community
- Our college safety model is the only community college district in the Bay Area with a mental health component
- Peer districts operate with small, professional in-house teams and remain effective
- Our staffing model aligns with statewide norms



# Proposed Organizational Chart



2 - Managers

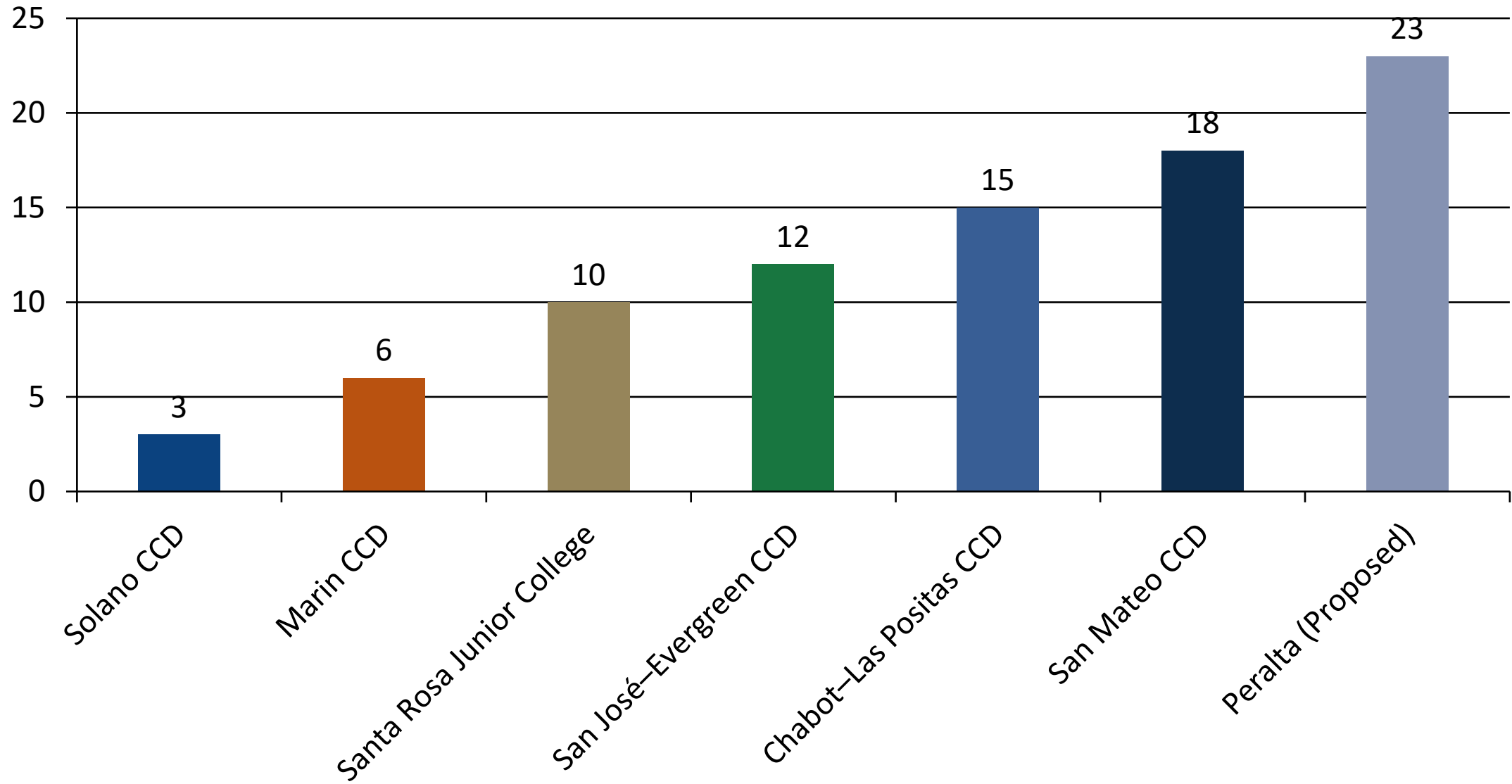
1 - Supervisor

24 Union Positions (Yellow Highlight)

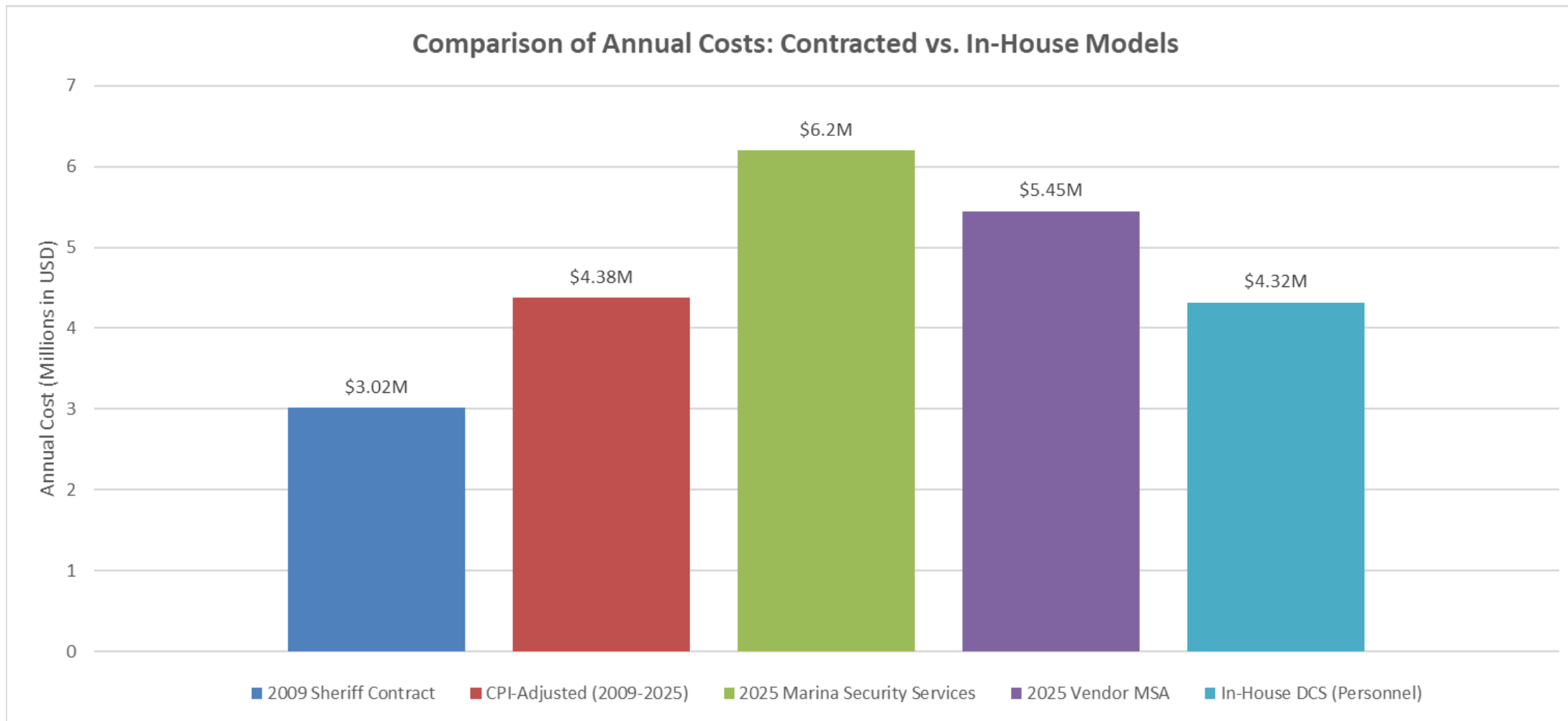
\*Dispatchers may be outsourced



# Public Safety Staffing Models: Peer Comparison



# Financial Outlook



- Potentially one million in savings by building a hybrid community safety model
- Approximately \$1m - \$1.5m in one-time costs to start the department



# Phase I: Transition & Foundation - One-Year Plan of Action

## December 2025

- Plan recommended by the District Facilities Committee
- Plan recommended by the District Holistic Safety and Wellness Committee
- Plan recommended to Chancellor by the District Planning & Budget Committee

## February 2026

- Community Safety Public Presentation
- Approve revised Executive Director/Chief Job Description

## March 2026

- Approve Lt. & Sgt. Job Descriptions
- Hire a part-time lieutenant to help build the department
- Explore outsourcing dispatch/records services
- Consider Proposed Resolution

## April – June 2026

- Negotiate job descriptions for officer and non-sworn positions with SEIU Local 1021
- Gather quotes for equipment and other department needs
- Seek badge and patch design input from the District community
- Decide the dispatch model

## July – September 2026

- Hire Executive Director/Chief of Community Safety
- Hire Lieutenant
- Hire Sergeant
- Hire 2-3 Non-sworn community safety services assistants
- Assume supervision of the student safety aide program
- Acquire the department equipment needed
- Develop governing policies and procedures

## October- December 2026

- Hire first 2-3 Sworn officers
- Hire Behavioral Health Specialists
- Develop policies and procedures to support behavioral health and BIT teams across the colleges
- Continue recruiting staff
- Reduce the use of 3<sup>rd</sup> party security as we bring on new staff



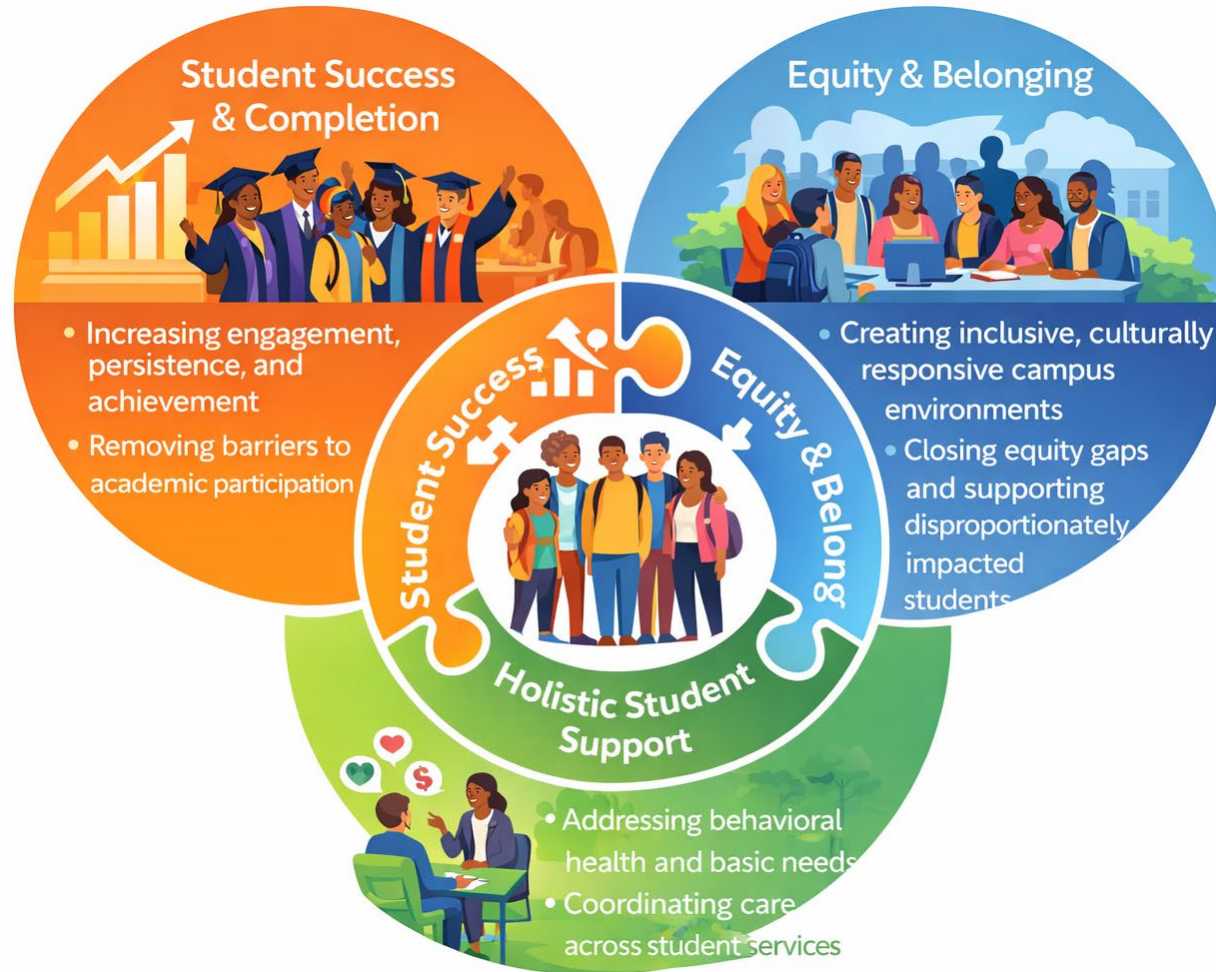


# Regional Intelligence Sharing

- California Commission on Peace Officer Standards and Training (POST)
  - Participation in regional law enforcement intelligence networks
  - Integration into regional emergency response planning
  - Shared situational awareness with Oakland, Alameda, and Berkeley public safety agencies
  - Formalized mutual aid and coordinated response protocols



# Seamless Integration into Campus Communities





# Questions & Feedback





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