



FB21-14

A Bill to Create the 2021-2022 University Networks of Care Ad-Hoc Committee

Sponsored By: Abel Liu (President); Gabriela Hernandez (Chair of the Representative Body, Representative for the College of Arts and Sciences)

On Behalf of: University Networks of Care Coalition, Housing and Residence Life, undocUVA, Black Student Alliance, and Political Latinxs United for Movement and Action in Society

WHEREAS: The University of Virginia has an opportunity to become a national leader and pioneer in community policing and safety networks on college campuses. In establishing an unarmed, community-based response force for nonviolent crises, the University can improve student safety and wellbeing, the University Police Department's (UPD) community relationships, and the cost efficiency of safety and security spending; **AND,**

WHEREAS: In Fall 2020, Student Council polled students on their experiences with mental health crises and any related interactions with UPD. Approximately 32% of 506 student respondents experienced or knew someone who went through a "mental health crisis" while enrolled at UVA. Serious concerns regarding student safety are highlighted in the survey's responses; **AND,**

WHEREAS: Several students reported that when they experienced a mental health crisis on-Grounds, their RA either called UPD, Office of the Dean of Students, or was uncertain about the appropriate avenue to sufficiently support them. Other students expressed that RAs discouraged students in crisis to seek University help because of their previous negative experiences with UPD's crisis response. Consequently, several students reported that friends served as their primary point of support while in crisis – in lieu of University systems; **AND,**

WHEREAS: According to the Fall 2020 survey, when UPD was dispatched in mental health crises, student experiences were overwhelmingly negative. Most students were given a choice between "going to jail or the mental health ward," as put plainly by one respondent. One student stated that they were quickly "put in handcuffs," and another said UPD's response was "emotionally cold." Another student reported that "UPD being called was very traumatic for [a student] and made [that student] unwilling to reach out to others for



help again.” Another student, who supported her friend in crisis, reported that UPD’s intervention caused significant trauma for both her friend and herself, triggering ongoing therapy for both parties; **AND,**

WHEREAS: The University Networks of Care (UNOC) Student Coalition hopes to implement UNOC, a police-free crisis response pilot program, in the Fall 2022 semester; **AND,**

WHEREAS: The basis for the UNOC pilot program is further described under Appendix A: “University Networks of Care Fact Sheet”; **AND,**

WHEREAS: Article I, Section II of the Student Council Constitution defines the purpose of Student Council as:

Section 2. Purpose, The purpose of Student Council is to protect and improve the rights, opportunities, and quality of life of every student at the University of Virginia; **AND,**

WHEREAS: Student Council aims to fulfill its duty to protect student safety and improve the rights of all students, especially marginalized students, whose rights have been eroded by traditional policing practices; **THEREFORE BE IT,**

ENACTED: The Student Council establishes the “University Networks of Care Coalition” as an Ad-Hoc Committee of Student Council; **AND BE IT FURTHER,**

ENACTED: The Ad-Hoc Committee shall be governed by the Memorandum of Understanding under Appendix B: “2021-2022 Memorandum of Understanding for the University Networks of Care Program”; **AND BE IT FURTHER,**

ENACTED: The Ad-Hoc Committee shall update Student Council and the Representative Body on its progress at least monthly and shall issue a final presentation at the last Student Council General Body Meeting of the 2021-2022 Administration.



President Date

Sponsor(s) Date



Appendix A:

University Networks of Care Fact Sheet

Introduction

The University of Virginia has an opportunity to become a national leader and pioneer in community policing and safety networks on college campuses. In establishing an unarmed, community-based response force for nonviolent crises, the University can improve student safety and wellbeing, the University Police Department's (UPD) community relationships, and the cost efficiency of safety and security spending.

The University Networks of Care (UNOC) Student Coalition hopes to implement UNOC, a police-free crisis response pilot program, in the Fall 2022 semester. We intend to model this program after the Crisis Assistance Helping Out On The Streets (CAHOOTS) program based in Eugene, Oregon, though several dozen similar programs exist across Virginia and nationwide.

CAHOOTS Program Overview

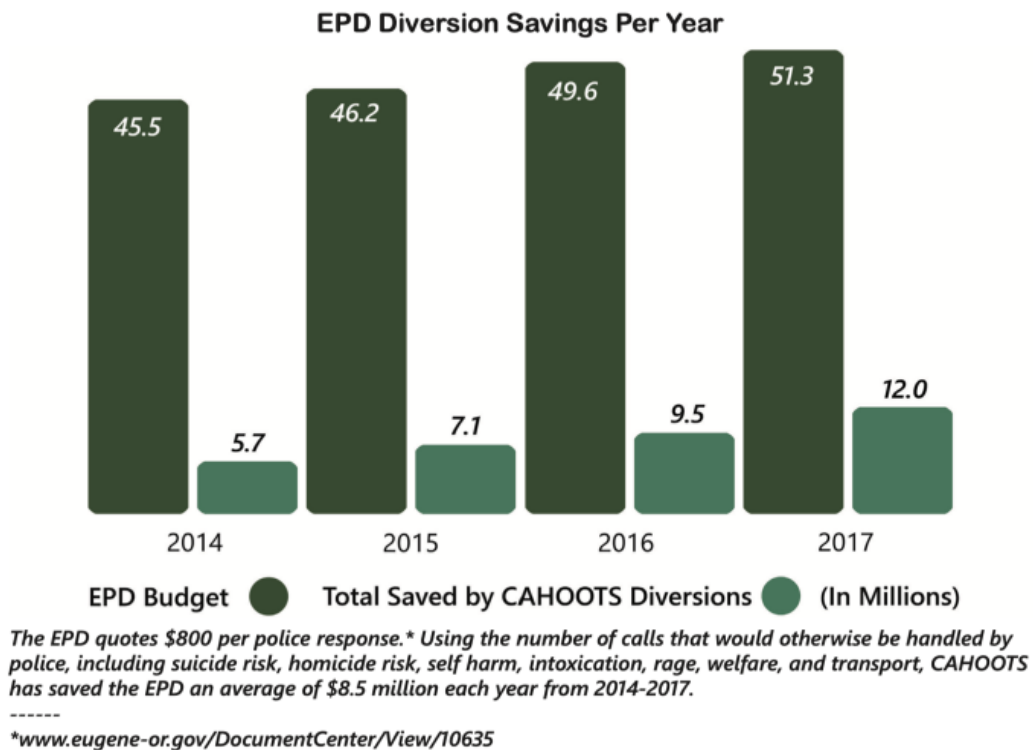
The CAHOOTS community policing initiative and safety network was founded in Eugene, OR in 1989 by White Bird Clinic and Eugene Police Department (EPD). According to the White Bird Clinic's website, "The [CAHOOTS model] mobilizes two-person teams consisting of a medic (a nurse, paramedic, or EMT) and a crisis worker who has substantial training and experience in the mental health field. The CAHOOTS teams deal with a wide range of mental health-related crises, including conflict resolution, welfare checks, substance abuse, suicide threats, and more, relying on trauma-informed de-escalation and harm reduction techniques. CAHOOTS staff are not law enforcement officers and do not carry weapons; their training and experience are the tools they use to ensure a non-violent resolution of crisis situations. They also handle non-emergent medical issues, avoiding costly ambulance transport and emergency room treatment."

While roughly 10% of dispatched CAHOOTS teams jointly arrive at crisis scenes with EPD partners, the vast majority of CAHOOTS interactions do not incorporate EPD at all. Indeed, the White Bird Clinic reports that in 2019, out of roughly 24,000 CAHOOTS dispatches, police backup was only requested 150 times, indicating a high rate of program success.



The CAHOOTS program responds to 5% to 8% of EPD’s Calls for Service by EPD’s own estimates. While these figures may seem small, the CAHOOTS program saves the City of Eugene an estimated \$8.5 million in public safety spending annually. Please refer to the “EPD Diversion Savings Per Year” graphic below for more.

The projected CAHOOTS program budget for FY 21-22 is just \$819,270. Over 80% of the program budget goes directly to personnel and counselor salaries.





Current UVA Crisis Response Protocol

Our UNOC Student Coalition primarily seeks to remove UPD from nonviolent mental health interventions and foster holistic means for supporting students, and community members in crisis. The University's current protocols for student mental health crises and suicidal subject interventions erode UPD-student relationships, (re-)traumatize students in crisis, and deter students from seeking mental health support.

In the event of a student mental health crisis in dorms, Residents Advisors ("RA") are trained to contact the Dean on Call, CAPS on Call, or UPD. If either the Dean on Call or an RA calls UPD, a police officer is dispatched to assess the situation and determine next steps. If the student in crisis consents to professional care, they will be transported to Student Health/Counseling and Psychological Services or the emergency room. If the student in crisis does not consent to professional care, they may be subjected to an emergency custody order under UPD for an emergency examination, and the Office of the Dean of Students is notified. This latter response often results in students in crisis placed in UPD custody and handcuffs.

The Student Experience

As UVA now allows for the matriculation of all admitted students, regardless of documentation status, the University has an opportunity to reaffirm its commitment to student and workplace safety by ensuring that its crisis response systems do not place vulnerable students at risk of further harm, particularly during times of distress. A CAHOOTS-like program will not only improve outcomes during non-violent crisis situations, but will also cultivate a strong sense of trust throughout Grounds. Students and community members alike could have peace of mind knowing that non-violent mental health crises will not trigger punitive action or unwarranted criminalization.

In Fall 2020, Student Council polled students on their experiences with mental health crises and any related interactions with UPD. Approximately 32% of 506 student respondents experienced or knew someone who went through a "mental health crisis" while enrolled at UVA. Serious concerns regarding student safety are highlighted in the survey's responses.

Several students reported that when they experienced a mental health crisis on-Grounds, their RA either called UPD, ODOS, or was uncertain about the appropriate avenue to sufficiently support them. Other students expressed that RAs discouraged students in crisis to seek



University help because of their previous negative experiences with UPD's crisis response. Consequently, several students reported that friends served as their primary point of support while in crisis – in lieu of University systems.

According to the Fall 2020 survey, when UPD was dispatched in mental health crises, student experiences were overwhelmingly negative. Most students were given a choice between “going to jail or the mental health ward,” as put plainly by one respondent. One student stated that they were quickly “put in handcuffs,” and another said UPD's response was “emotionally cold.” Another student reported that “UPD being called was very traumatic for [a student] and made [that student] unwilling to reach out to others for help again.” Another student, who supported her friend in crisis, reported that UPD's intervention caused significant trauma for both her friend and herself, triggering ongoing therapy for both parties.

University Networks of Care (UNOC) Student Coalition Framework and Guiding Principles

Our Student Coalition convenes under two guiding principles:

1. The University of Virginia ought to expand its wraparound support services and invest in comprehensive networks of care and mental health assistance as solutions to crises.
2. Students, community members, and the University Police Department stand to benefit from police-free, non-violent crisis response systems.

The implementation of a CAHOOTS-like program could increase the efficacy of the University's responses to non-violent crises like mental health crises and intoxicated persons interventions. A community-based crisis response program would also allow the University Police Department to focus on and improve its violent crisis responses, which no other existing program can perform. We also believe that removing UPD officers from these fraught interventions will improve UPD-student relations. Still, our primary objective is to improve student outcomes following crisis interventions.

Our Student Coalition enters into this work with specific hopes and anchors for the University Networks of Care pilot program:

1. Our proposed UNOC pilot should respond to all calls regarding mental health crises, intoxicated persons interventions, and aggravated situations taking place within the areas



of UPD jurisdiction on UVA Main Campus and any area within UPD jurisdiction in off-Grounds areas. We feel that it is critical to include the Rugby Road and Madison Avenue areas if at all possible.

2. The operating hours for the UNOC pilot should be 24 hours/day, Thursday through Sunday.
3. Under our UNOC pilot, EMTs and highly trained post-grad and/or graduate student counselors from relevant fields should respond to calls, while a certified social worker or mental health clinician remains on call for back-up.
4. All trained postdoctoral researchers and graduate students counselors should be paid for their time.
5. A UPD officer should not be jointly dispatched with or accompany the UNOC pilot teams in responding to calls. If backup is necessary, the trained UNOC teams on the scene should be given a protocol to engage UPD themselves.
6. We aim for this pilot program to launch at the beginning of the Fall 2022 semester.

University Networks of Care Student Working Group Composition

- Student Council
- undocUVA
- Housing & Residence Life Leadership
- Student Police Review Board
- Black Student Alliance (BSA)
- Political Latinxs United for Movement and Action in Society (PLUMAS)

University Partners

- University Police Department
- The Equity Center



2021-2022 Memorandum of Understanding for the University Networks of Care Program

Tuesday, October 19, 2021

This document serves as a memorandum of understanding (“Memorandum”) between Student Council, Housing and Residence Life (“HRL”), undocUVA, Black Student Alliance (“BSA”), and Political Latinxs United for Movement and Action in Society (“PLUMAS”), collectively referred to as the “Coalition,” for the University Networks of Care (“UNOC”) advocacy campaign at the University of Virginia (“University”).

Purpose

This Memorandum serves to outline the extent to which the aforementioned individual organizations, or “Partnering Organizations” under the Coalition, shall have a stake in the implementation and long-term achievements of UNOC. The communities represented by groups such as undocUVA, Black Student Alliance, and Political Latinxs United for Movement and Action in Society are inherently disenfranchised and further marginalized by the actions this Memorandum hopes to mitigate. For this reason, the Coalition intends to center the contributions of these marginalized participants to ensure that their efforts are appropriately acknowledged, while also addressing how the institutions of privilege in this partnership have historically functioned to exclude the magnitude of their work and advocacy that have long contributed to this discourse.

UNOC aims to:

- Phase police out of non-violent emergencies and mental health crises (e.g., including mental health and suicidal-subject interventions, aggravated incidents, alcohol/intoxicated persons interventions)
- Minimize the impact of policing on vulnerable communities and divest from carceral systems
- Direct safety and security funding to trained and compensated mental health clinicians and crisis and social workers
- Establish sustainable infrastructure for an alternative crisis response option

Scope of Work

- The broad scope of the Coalition’s work is implementing a system by which University community members (e.g., students, faculty, employees, contracted workers, visitors)



experiencing or witnessing a non-violent crisis, mental health or otherwise, can call 911 and/or UNOC hotline whereby a medic and unarmed, trained counselor or social worker will be dispatched.

- A central aim of the UNOC program is to divest from the University Police Department (“UPD”) and invest in a UNOC counseling program. Therefore, UNOC-related police divestment efforts are under the scope of the Coalition’s agreement.
- While subject to annual review, the Coalition and UNOC campaign shall extend until at least the 2024-2025 Academic Year to ensure pilot implementation and expansion. However, while UNOC plays a role in both undocUVA’s larger sanctuary campus campaign and BSA’s historical police divestment and demilitarization demands, both undocUVA and BSA remain in full control of their own campaigns. Student Council, in particular, shall not infringe upon the broader work of undocUVA and BSA through the UNOC program.

Deliverables

University Networks of Care (UNOC) Program

- **Pilot Program:** The Coalition convenes with the intent of launching UNOC as a pilot program in the forthcoming 2022-2023 school year. UNOC shall provide community-based, trauma-informed assistance in incidents of non-violent mental health crises, substance abuse, and escalated disputes/conflicts. Trained UNOC teams, including a medic and crisis worker/counselor, shall be dispatched to provide diagnostic care, support, and resources to students in crisis. When necessary, UNOC teams shall also offer or secure transport to the UVA Health System.
- **Training and Counseling Core:** The Coalition shall work with and contract industry professionals to create a robust training program for UNOC counselors and dispatch teams. Therefore, two key deliverables will be a foundational counselor training curriculum and a core of UNOC counselors, which may be embedded within the University or in an independent collective or clinic.
- **Scaling and Divestment:** The Coalition shall lobby for the 24/7 implementation of the UNOC program across UPD’s entire jurisdiction following the implementation and improvement of the UNOC pilot. The Coalition shall negotiate and secure long term funding strategies that divert UPD funding to UNOC as the program grows in scale.



Dean on Call and Resident Staff Training

- The Coalition shall assist in developing training resources for members of the Dean on Call rotation and Resident Staff Program. These resources shall provide an overview of UNOC and its purpose as well as documentation protocols and general implementation procedures.

UNOC-Specific Classification in SafeGrounds and in UPD Call Logs

- The Coalition shall produce a list of desired call tags (e.g., mental health crisis, intoxicated persons, suicidal ideation, disorderly persons). Furthermore, the Coalition shall negotiate with UPD to ensure a sufficient scope of incidents are supported by UNOC dispatch teams so that divestment from UPD is itself feasible.
- The Coalition shall work with the University to create permanent UNOC-specific classifications and tags in all relevant incident reporting systems.

Project Transition and Annual Review

The Coalition recognizes the multi-year scope of the UNOC pilot program, scaling UNOC, police divestment, and investment into networks of care. Project transition infrastructure and annual review procedures will be critical to the success of UNOC.

Representatives

Beginning with this Memorandum, each Partnering Organization of the Coalition shall designate at least one official representative (“Representative(s)”). Each Partnering Organization may designate up to four Representatives, and each Partnering Organization’s first two Representatives may be of any year of study at the University. However, if applicable, the last two Representatives of each Partnering Organization may not be in their final year of study. By convention, one President or Chair of each Partnering Organization shall serve as a Representative in the Coalition and shall select any additional Representatives for their organization.

Student Council Representatives

The Coalition Representative(s) for Student Council shall be subject to additional scrutiny to reflect the organization’s history of co-opting and harm towards other Partnering Organizations under the Coalition. All Student Council Representatives, including the Student Council President, must be unanimously approved by voice vote by the Representatives of the Coalition’s



other Partnering Organizations. If the Student Council President is not unanimously approved by all other Coalition Representatives, the Student Council President shall propose alternative Representatives for approval. If Coalition Representatives are unable to unanimously approve any proposed Student Council Representative, Student Council shall be removed from the Coalition until a suitable Student Council Representative is unanimously approved.

Transitioning Representatives

Beginning in March, each Partnering Organization and its President(s) or Chair(s) shall select new Representatives for the following Academic Year and begin transitioning the UNOC campaign. However, all Representatives from the Academic Year in progress will continue as members of the Coalition until their graduation or the end of the Academic Year, whichever is sooner.

Annual Review of the Memorandum

As part of the Representative transition, both old and incoming Representatives shall revise the Memorandum for the following Academic Year. Revisions must be proposed in writing on a common document and approved unanimously by all incoming Representatives of the Coalition. Following the period of annual review, unanimous approval shall be formally documented by each incoming Representative's signature on the revised Memorandum. Furthermore, if Student Council is an active Coalition member, the revised and updated Memorandum shall be ratified as an Ad Hoc Committee.

During the period of annual review, at minimum, the Memorandum shall be revised to reflect the incoming Representatives and a project timeline for the following Academic Year. However, any component of the Memorandum may be revised during the period of annual review.

The period of annual review for the 2022-2023 Memorandum shall end on June 30th, the end of the 2021 fiscal year.

If the incoming Representatives are unable to unanimously approve a revised Memorandum, the Coalition shall be dissolved.



Entering and Exiting the Coalition

Any Partnering Organization and its Representative(s) may also elect to exit the Coalition during the period of annual review by not designating Representatives for the following Academic Year. Additional organizations may join the Coalition during the period of annual review with the unanimous approval of all existing Partnering Organizations under the Coalition and by designating Representatives who must also sign the Memorandum.

2021-2022 Roles and Responsibilities

The Coalition and individual Partnering Organizations shall each play a distinct role in the design and implementation of UNOC.

Coalition

The Coalition shall be responsible for advising on UNOC's structure, funding, and implementation; collectively advocating and lobbying for a UNOC pilot program; overseeing the implementation of a UNOC pilot program; transitioning the UNOC pilot program to an at-scale, full-time service at the University; sustaining the Coalition through May 2025 by transitioning the working group to younger officers within each Partnering Organization; and ensuring collective accountability around this Memorandum.

Each Partnering Organization of the Coalition shall treat the members listed in this section as their official 2021-2022 Representatives for the Coalition.

Student Council: Abel Liu, Gabriela Hernandez, and Tyler Busch

Student Council ("StudCo") is a Special Status Organization that represents all 25,000 students at the University. Student Council's stated mission is to protect and improve the rights, opportunities, and quality of life of every student at the University of Virginia.

Student Council shall provide a neutral, formal structure for this Coalition in the form of a Student Council Ad Hoc Committee in an effort to lend "institutional legitimacy" to this project. Student Council shall further help build and maintain relationships with The Equity Center, Executive Vice President and Chief Student Affairs Officer ("VPSA"), Executive Vice President and Chief Operating Officer, Department of Safety and Security, University Police Department, and Faculty Senate.



Student Council shall consistently exercise anti-co-opting practices during the entire duration of this project. To that end, Student Council shall always permission and consent before altering the UNOC campaign; not gatekeep information, meetings, or other resources relevant to the UNOC campaign; not “steamroll” existing efforts by Partnering Organizations to benefit the UNOC campaign; not dilute campaign demands or objectives; honor and articulate positionality relative to other organizations and stakeholders; and always give full credit to other Partnering Organizations for their labor and participation in the UNOC campaign. These ideas are further addressed under “Intellectual Property and Credit” and “Amendments and Changes.”

Student Police Review Board: Deric Childress Jr.

The Student Police Review Board is a University-recognized advisory board for UPD embedded within Student Council.

The Student Police Review Board shall advocate for the UNOC campaign by influencing the re-negotiation and re-interpretation of UPD’s “Mutual Aid Agreement” with the Charlottesville and Albemarle Police Departments to expand the scope of the UNOC program.

The Student Police Review Board shall also convene independently to create other relevant recommendations and student demands for UPD. Members of the Coalition shall be invited, but not expected, to attend all Student Police Review Board meetings.

Housing and Residence Life: Jayla Hart, Holly Sims, and Ilyas Saltani

Housing and Residence Life (“HRL”) is an Agency Organization that provides services, support resources, and programmatic direction for on-Grounds residents. Housing and Residence Life manages over 2 million square feet of residential building space at the University and strives to create welcoming, inclusive communities that empower residents to engage their potential as scholars and leaders.

Housing and Residence Life shall help build and maintain relationships with the administrative staff and officers of HRL, Resident Advisors (“RA”), Senior Residents (“SR”), and the VPSA. Housing and Residence Life shall further advise on and implement RA and SR training and processes (e.g., reporting systems) related to UNOC.



undocUVA: Caro Campos and Paola Linares

undocUVA is a Contracted Independent Organization at the University. undocUVA's stated mission is to create a more inclusive environment and an overall safe space for undocumented students & communities through education and advocacy.

undocUVA shall help the Coalition build relationships and collaborate with University services and administrators for undocumented students and staff. undocUVA shall further help coordinate existing sanctuary campus efforts with the UNOC campaign where appropriate. undocUVA shall serve as an advisor on the stakeholder needs of undocumented people at the University, including workers.

Black Student Alliance: Deric Childress Jr., Donavon Lea, and Booker Johnson

The Black Student Alliance ("BSA") is a Contracted Independent Organization at the University. BSA's stated mission is to articulate the problems and to voice the concerns of Black students at the University of Virginia; to establish communication within the Black community and to aim in achieving the common goals of Black students at UVA and the Black community in Charlottesville; to conduct political action against unjust policies or programs mandated by the University of Virginia; to serve as an umbrella organization for all Black student organizations on the grounds of the University of Virginia; and to serve as a liaison between Black students, undergraduate and graduate, Black faculty, Black alumni and the administration of the University of Virginia.

BSA shall help the Coalition build relationships and collaborate with Black students at the University. BSA shall further help coordinate existing efforts around BSA's "Historical, Yet Unmet, Demands" to divest and demilitarize UPD with the UNOC campaign where appropriate. BSA shall serve as an advisor on the stakeholder needs of Black people at the University.

Political Latinxs United for Movement and Action in Society: Gabriela Hernandez

Political Latinxs United for Movement and Action in Society ("PLUMAS") is a Contracted Independent Organization at the University. PLUMAS's stated mission is to engage the Latinx community by providing a safe, proactive space for students to vocalize, discuss, and act on substantive social justice issues affecting the Latinx community both on Grounds and in the Greater Charlottesville Community.



PLUMAS shall help the Coalition build relationships and coordinate with Latinx students at the University. PLUMAS shall further help coordinate existing abolitionist efforts in the Latinx community with the UNOC campaign where appropriate. PLUMAS shall serve as an advisor on the stakeholder needs of Latinx people at the University.

2021-2022 Project Timeline

- October 2021: Compile data from UPD dispatches on mental health crises, intoxicated persons, and aggravated situations from 2017-2020
- October 2021: Allocate Student Council funding towards UNOC training materials, expert consulting, and training program stipends
- October-December 2021: Work with the Equity Center to translate/analyze historical UPD data to inform our policy proposal; conduct safe and trauma-conscious qualitative data collection efforts (e.g., focus groups, anonymous spaces for written narratives, etc.) on students' experiences with UPD; write a study proposal
- November 2021-January 2022: Develop training materials for UNOC counselors with subject matter experts (e.g., White Bird Clinic professionals)
- February 2022: Allocate Student Council funding towards UNOC counselor stipends and other program-related expenses (e.g., vehicles, uniforms, etc.)
- March 2022: Begin onboarding and transitioning 2022-2023 Coalition representatives and creating an updated Memorandum
- February 2022-July 2022: Administer training for UNOC counselors; secure contracts for medic (paramedic and EMT) services; train UNOC counselors and medics as teams
- February 2022-July 2022: Create University systems and reporting to support a UNOC pilot rollout in Fall 2022
- Fall 2022: Launch pilot program
- Fall 2022-Onward: Maintain pilot program; lobby for permanent comprehensive UNOC program funded by UPD divestment and subsequent re-allocation of savings derived from UNOC; continue to reduce and decenter role of police in and around the University

Intellectual Property and Credit

The University of Virginia and Student Council have a history of co-opting and failing to recognize the contributions of organizations such as the Black Student Alliance, undocUVA, Political Latinxs United for Movement and Action in Society, and many others as they work to better this institution. These groups, which are disproportionately harmed by discriminatory



policies and systemic racism, expend tremendous emotional, mental, and physical labor to resolve and repair issues of injustice. This labor must be acknowledged fully and earnestly. In order for the success of UNOC to be achieved, the Coalition must work cohesively and actively credit/publicly acknowledge the efforts made by these organizations currently and historically to address the issue of policing in our communities.

Before any work done by the Coalition is made public or presented to individuals outside of the Coalition, it shall be reviewed and approved by all Partner Organizations to ensure that it accurately portrays and represents the efforts made by all parties. Furthermore, any press releases, interviews, presentations, etc. related to UNOC given by any Partnering Organization shall cite all Partnering Organizations and Representatives of the Coalition.

In addition, each Partnering Organization shall ensure the presence of at least one Representative of their organization at each full Coalition meeting to ensure that the voices and interests of each organization are represented. Finally, if any group feels that their work is potentially being co-opted, they shall inform other Coalition Representatives of their concerns to be addressed promptly.

If a Partnering Organization elects to exit the Coalition, during the period of annual review or otherwise, they shall still be recognized as a former member of UNOC and receive public credit for their previous work.

Confidentiality Between Student Groups

In order to ensure the safety of all Representatives and the constituencies of all Partnering Organizations, the Coalition agrees to adhere to the confidentiality expectations outlined below:

1. Especially in the event of conflict, members of the Coalition shall not publicly identify other Representatives unless explicitly agreed upon for each context. Disputes and breaches of trust shall be resolved privately. The Coalition shall manage this expectation for confidentiality alongside the practices named under “Intellectual Property and Credit.”
2. Especially in the event of conflict, specific actions taken by Representatives and/or their organizations shall not be made public unless explicitly discussed and agreed upon by other Coalition members. The Coalition shall manage this expectation for confidentiality alongside the practices named under “Intellectual Property and Credit.”



3. Establishing UNOC will likely require Representatives and the Coalition to discuss sensitive topics and information. Representatives shall not publicly release or discuss information (e.g., testimonials and stories, personal experiences, revealing statistics) that could endanger sensitive populations unless explicitly discussed and agreed upon by other Coalition members.

Communication and Meeting Norms

While more regular meetings may be necessary, the full Coalition shall convene at least twice monthly. All Representatives are encouraged to attend all Coalition meetings, and each Partnering Organization must be represented by at least one Representative at each meeting. Smaller groups may and likely will meet as needed with consent of the Coalition.

All meetings between the Coalition, smaller groups of Representatives, and/or administrators shall be reported in the “unoc pilot” group chat at least 24 hours prior to meetings. Updates and notes shall be sent in the group chat or via email following each meeting between the Coalition, smaller groups of Representatives, and/or administrators. At the beginning of each meeting of any nature, one Representative shall be tasked with writing and sending post-meeting notes and updates to the Coalition as a whole.

Repairing Breaches of Trust and the Memorandum

1. Utilizing Mia Mingus’ two-part “[How to Give a Genuine Apology](#),” members of the Coalition shall engage in repair processes utilizing principles of restorative justice. Other resources might include Mariame Kaba’s *We Do This Till We Free Us* and Adrienne Marie Brown’s *We Will Not Cancel Us*. Accordingly, acknowledging interpersonal and interorganizational power dynamics and imbalances shall be a central part of repairing breaches of trust within the Memorandum.
2. Breaches of trust shall be initially addressed in conversation no longer than one week after they occur or are realized, to ensure that breaches do not fester into larger group dynamics, though these conversations may be ongoing.
3. Representatives who have experienced breaches of trust should feel comfortable working with trusted external resources and individuals who commit to confidentiality to allow for greater mediation. However, all Representatives must consent to engaging external resources and mediators, and Coalition shall manage mediation alongside the practices named under “Confidentiality Between Student Groups.”



2021-2022 Memorandum Amendments and Changes

This Memorandum is the complete agreement between Student Council, Housing and Residence Life, undocUVA, Black Student Alliance, and Political Latinxs United for Movement and Action in Society may only be amended unanimously.

Any Partnering Organization may introduce an amendment to the Memorandum by emailing the exact language of the proposed amendment to all Representatives of the Coalition. Amendments to the Memorandum shall be approved with unanimous consent from all of the Partnering Organizations. This consent may be obtained verbally following a full Coalition meeting and discussion on any proposed amendments. Dated amendments shall be signed by all of the official representatives and added to the Memorandum following discussion and approval.

Dissolving the Memorandum

This Memorandum represents a commitment between organizations to building networks of care and abolishing violent and punitive systems. By joining the Coalition, each Partnering Organization and their Representatives commit themselves to practicing accountability and repair. However, if circumstances arise where repairing trust or relations between Representatives or Partnering Organizations is not feasible, safe, and/or beneficial, the Memorandum may be fully dissolved by a majority vote by a written secret ballot submitted to the Rules and Ethics Chair of Student Council.

Furthermore, as one measure of accountability, a vote to dissolve this Memorandum will be triggered if the Coalition is inactive for more than six weeks (e.g., no communication, meetings). After six weeks of no Coalition meetings, Representatives will convene to discuss the value of the Coalition and vote on the dissolution of the Coalition as a whole. The Memorandum may be fully dissolved by a majority vote by a written secret ballot submitted to the Rules and Ethics Chair of Student Council.

If dissolved, the UNOC Coalition may only be reconstituted if three Representatives from the dissolved Coalition from at least two Partnering Organizations enter into a new Memorandum of Understanding. In the event of a new memorandum, the same "Intellectual Property and Credit" guidelines must apply. Finally, only one UNOC Coalition may exist at the same time; there shall not be more than one active UNOC Coalition.



Representative Signatures

Abel Liu

2021-2022 Student Council President

Booker Johnson

2021-2022 Black Student Alliance Political Action Committee Chair

Caro Campos

2021-2022 undocUVA President

Deric Childress Jr.

2021-2022 Black Student Alliance President

2021-2022 Student Police Review Board



Donavon Lea

2021-2022 Black Student Alliance Vice President

Gabriela Hernandez

2021-2022 Political Latinxs United for Movement and Action in Society

2021-2022 Chair of the Student Council Representative Body

Holly Sims

2021-2022 Chief of Cabinet

Senior Resident Lile-Maupin

Ilyas Saltani

2021-2022 Housing and Residence Life Vice Chair for Community Development and Residential Inclusion



Jayla Hart

2021-2022 Housing and Residence Life Co-Chair

Paola Linares

2021-2022 undocUVA Vice President

Tyler Busch

2021-2022 Student Council Representative