

Listening to Heal, Listening to Act:

A Proposal for Campus Listening Sessions with Public Safety

In the spirit of Shared Governance and our commitment to creating a safe and supportive learning environment, we propose a Listening Session Series with Campus Public Safety. Our campus community has voiced urgent concerns about experiences with our Campus Public Safety that have been described as aggressive, harmful and traumatic. These encounters have eroded trust and created fear rather than safety. As a campus committed to equity, inclusion, and shared governance, we cannot ignore these realities. We must take intentional and immediate steps to address them. This opportunity to work with current Public Safety officers, some of whom have already expressed a desire for stronger understanding and connection with our community is imperative to building healthy relationships and community between our Public Safety Department, our students, and campus community members. These sessions will be designed to create intentional spaces for dialogue, trust-building, accountability, transparency, and healing between Public Safety and the campus community.

Purpose

The Public Safety Listening Sessions are intended to:

- Create safe and respectful spaces for students, faculty, and staff to share their lived experiences, perspectives, and recommendations.
- To invite dialogue and transparency from Public Safety regarding their identity, role, protocols, and practices on our campus and within the District.
- Begin building pathways for healing, understanding, collaboration and belonging.

Goals

Community and Transparency Goals

- Increase transparency regarding Public Safety protocols and practices.
- Offer community members the opportunity to express concerns and ideas for improvement.
- Hear directly from Public Safety about current practices and possible changes.
- Establish sustainable feedback mechanisms between Public Safety and the campus community.
- Align with our institutional goals of accountability, safety, and community partnership ([Cañada Mission Public Safety Commitments](#)).
- Develop actionable outcomes from each session to guide future practice and policy.

Equity and Healing Goals

- Ensure students, staff, and faculty feel heard and respected.
- Facilitate safe, structured, and respectful dialogue.
- Encourage Public Safety to listen openly and with understanding.
- Build trust between Public Safety and the campus community.
- Foster healing through intentional listening, story-sharing, and reflection.

- Leave participants with a sense of hope, progress, and ongoing collaboration.
- Move toward authentic partnership between Public Safety and the community it serves.

Proposed Structure and Process

The listening session series would be 3-6 sessions across the academic year. The sessions will be moderated by neutral facilitators (i.e., external facilitators; trained faculty and staff, etc.). Participants will be students, faculty, staff, and representatives from Public Safety.

Outcomes

At the end of each session, we will solicit feedback via paper/online forms to participants. A written summary of dialogue themes, identified concerns, and proposed actions shared with both Public Safety and campus committees will be captured. The summary feedback and action steps will represent the collaborative efforts between Public Safety and the campus community. Summaries will be shared with participants, Public Safety, and campus leadership to ensure transparency and continuity.

Proposed Session Outline

Sessions will have different themes and focus, but each will have a consistent deliberative framework, as shown in the table below. Sessions should be 90-120 minutes to offer enough time for essential grounding, substantial dialogue, and transition to action oriented discussion.

Framework
Grounding: Welcome, land acknowledgement, ice breaker, community agreements
Context Setting: Purpose and expectations
Sharing: storytelling, active listening, restorative justice activities, etc.
Transitions: reflect and review common ground. Community building activities, etc.
Consensus building on action steps: direct and explicit action steps along with members/groups committed to carrying forward the next action steps

Our Commitment:

Our campus is a space where everyone in our community deserves to feel safe, welcome and belonging. Our proposal thus reflects a commitment to ongoing dialogue and healing resulting in meaningful action, transparency and accountability. Listening with openness, respect, and patience in these intentionally structured sessions, we will co-create actionable pathways that foster safety and belonging for all.

With the Chancellor's approval, we will implement this step toward systemic change and rebuilding trust.

Will you join us?