

Student-Led Public Safety Oversight Committee (SPSOC) Proposal

Healing-Centered, Trauma-Informed, Empowerment-Based Campus Safety and Wellness System

Spring 2025

"Building campuses where healing, justice, safety, and dignity belong to everyone."

Submitted To:

Cañada College Student Senate
San Mateo County Community College District (SMCCCD) Board of Trustees
Cañada College Administration

Submitted By:

Founding Student Organizers of SPSOC
In Partnership With: Student Senate, Community Advocates, and Faculty/Staff Allies

Executive Summary: Student-Led Public Safety Oversight Committee (SPSOC)

Why SPSOC Is Urgently Needed

Students and employees across the country are under increasing threat:

- Hate crimes have surged 34% nationally.
- Federal efforts to dismantle mental health and education programs are escalating.
- ICE/DHS activities are creating fear and trauma among undocumented and immigrant communities.
- Students of color, LGBTQIA+ students, disabled students, foster youth, and formerly incarcerated students are disproportionately harmed by unsafe, inequitable systems.

Waiting is not neutral — it puts our most vulnerable community members at greater risk.

Cañada College and SMCCCD must act now to build trauma-informed, healing-centered, student- and employee-governed safety systems.

Purpose of SPSOC

The **Student-Led Public Safety Oversight Committee (SPSOC)** will:

- Create and enforce policies centered on **healing, equity, and empowerment**, not punishment or criminalization.
- Oversee campus Public Safety, classroom safety, crisis response systems, and administrative practices.
- Launch a **Rapid Response Mental Health Team (RRMHT)** — a non-police, trauma-informed crisis response alternative.
- Implement **Safe Campus Policies** and advocate for **Sanctuary District designation** to protect undocumented and immigrant students and staff.
- Operate an **Anonymous Reporting System** open to students, faculty, and staff, with clear timelines, appeals rights, and public accountability.
- Require mandatory, trauma-informed, anti-bias training for all campus employees, in full partnership with CSEA and AFT unions to ensure fair, paid, respectful implementation.
- Form strategic partnerships with trusted community organizations providing culturally responsive trauma care and legal protections.

Core Governance Principles

- Fully **Brown Act-aligned open governance** (public meetings, transparent votes, public records)
- Structured under **Robert's Rules of Order** for clarity, fairness, and shared decision-making

- **Checks and balances:** No one entity — not SPSOC, not Public Safety, not administration — can hoard power
- Students, employees, and the broader community will have **public, anonymous access** to influence and accountability processes.

Year One Immediate Deliverables

- SPSOC formation with elected leadership and clear bylaws
- Launch of Rapid Response Mental Health Team pilot
- Launch of Safe Campus and Sanctuary District campaigns
- Launch of fully operational Anonymous Reporting Portal (students, faculty, staff)
- Launch of public-facing trauma-informed, anti-racism, de-escalation training programs
- Establishment of formal Community Partnerships (BHRS, StarVista, immigrant rights groups, LGBTQIA+ centers)

Resilient Funding Strategy

- State, County, and City-based grants (MHSA, CalHOPE, local mental health innovation funds)
- Private foundation partnerships (The California Endowment, Chan Zuckerberg Initiative, Packard Foundation)
- Future local measures if needed (Safe and Healthy Campuses Initiatives)

Community Healing and Equity Partnerships

- Specialized mental health and crisis response programs for BIPOC, LGBTQIA+, disabled, immigrant, formerly incarcerated, and foster-affected students and employees
- Formal MOUs with community providers to embed culturally competent, trauma-informed care across campus systems

What Students, Employees, and Our Community Will Win

- True binding governance and real student-employee leadership
- Trauma-informed, non-police mental health crisis systems
- Immediate protections for undocumented and immigrant students and staff
- Transparent, accountable campus leadership
- Sustainable local funding that builds resilience beyond federal politics
- Safer, healthier, more empowered campuses where healing and justice are centered

Call to Action

Vote to formally establish the Student-Led Public Safety Oversight Committee (SPSOC).

Support the Immediate Year One Implementation Plan.

Lead Cañada College and SMCCCD toward a national model of trauma-informed, healing-centered, student- and employee-powered campuses.

The time for action is now.

Healing, safety, dignity, and justice must begin here.

Student-Led Public Safety Oversight Committee (SPSOC)

Trauma-Informed, Mental Health-Centered, Student Accountability Power

1. Introduction

The **Student-Led Public Safety Oversight Committee (SPSOC)** is urgently needed to protect students' safety, mental health, and rights in an increasingly hostile and dangerous environment.

Across the United States, recent federal actions have made students — especially marginalized, immigrant, and vulnerable students — significantly less safe:

- The **defunding of critical mental health, public education, and civil rights enforcement programs** has reduced protections for trauma-affected and underserved students.
- New proposals have **threatened the revocation of international student visas** and restrictions on who can study in the United States, adding constant fear to immigrant communities.
- Aggressive **ICE and DHS deportation practices**, including **illegal detentions and raids**, have put undocumented students at direct risk — including near or on college campuses.
- Nationally, **hate crimes and acts of violence** against Black, Indigenous, immigrant, LGBTQIA+, Muslim, Jewish, Asian-American, and disabled communities have **increased sharply** over the past five years.
(The FBI's 2023 Hate Crime Statistics Report showed a **34% rise in hate crimes** year-over-year, particularly targeting students and young adults.)

In this reality, **safety is not just about feeling secure — it is about surviving systemic violence.**

Cañada College and SMCCCD have a moral and legal obligation to act.

By creating SPSOC now, the college will:

- Proactively shield students from rising risks
- Create trauma-informed, healing-centered alternatives to policing and ICE threats
- Empower the students most affected to lead their own safety and advocacy

Delaying action would expose vulnerable students to preventable harm.

Taking bold action now would affirm the College's true commitment to equity, justice, and safety for all.

SPSOC will be the model of student-driven governance that **meets this national moment with courage and care** — while advancing Cañada College's and SMCCCD's core missions of empowerment, transformation, and global community.

2. Mission Statement

The **Student-Led Public Safety Oversight Committee (SPSOC)** is dedicated to building a campus environment where every student experiences **equitable access to safety, mental health support, and justice**, regardless of background, identity, or immigration status.

SPSOC will directly **support and expand** on the mission of **Cañada College** by:

- **Ensuring equitable access** to emotional, psychological, and physical safety for all students
- **Supporting student success** by removing barriers caused by trauma, discrimination, policing, or fear
- **Preparing students to contribute meaningfully to the world** by empowering them to co-lead governance, advocacy, and community healing initiatives

SPSOC also **advances the mission** of the **San Mateo County Community College District** by:

- **Empowering students** as active co-creators of safe, inclusive, and mentally healthy campuses
- **Transforming systems of public safety** to center healing, trust, belonging, and restorative practices
- **Fostering a truly global community of learners** where immigrant, undocumented, BIPOC, LGBTQIA+, disabled, and marginalized students are fully protected and uplifted

Through trauma-informed governance, public transparency, and proactive leadership, SPSOC will be a **living embodiment of Cañada College's and SMCCCD's deepest commitments to equity, empowerment, and global transformation.**

3. Scope of Work

SPSOC will:

- Oversee campus Public Safety, administrative practices, and classroom environments
- Launch a **Rapid Response Mental Health Team (RRMHT)** (non-police crisis responders)
- Implement **Safe Campus and Non-Cooperation Policies** to protect against ICE/DHS threats
- Establish and manage a **secure Anonymous Student Reporting System** with transparent response timelines and appeals
- Mandate **trauma-informed, anti-bias, and student empowerment training** for faculty, staff, and public safety
- Review misconduct, issue public recommendations, and escalate serious failures to the District Board of Trustees when necessary

4. Structure and Membership

Leadership:

Co-Chairs (2 Students):

Elected or confirmed annually by SPSOC members and Student Senate.

- **Co-Chair for Trauma-Informed Safety and Student Rights**
 - Focus: Public Safety reform, trauma-informed oversight, anonymous reporting management
 - Responsibilities:
 - Chair meetings related to public safety, disciplinary reviews, ICE/DHS protection
 - Lead public hearings and transparency reporting
 - Represent SPSOC at College Council and District Board of Trustees when addressing student safety failures
- **Co-Chair for Mental Health Response and Community Wellness**
 - Focus: Rapid Response Mental Health Team development, restorative practices, mental health-centered policy writing
 - Responsibilities:
 - Oversee RRMHT operations and evaluations
 - Lead initiatives on faculty and staff training related to mental health and trauma
 - Advocate for expanded student wellness resources in partnership with campus services

Vice Chair (1 Student):

Appointed from within SPSOC membership or elected by a majority.

- Focus: Administration and Communication
- Responsibilities:
 - Ensure timely documentation of SPSOC meetings, recommendations, and outcomes
 - Coordinate timelines for Anonymous Reporting cases
 - Liaison to the Student Senate and other governance committees
 - Manage internal communications (scheduling, reminders, tracking pending actions)

The Vice Chair steps into Co-Chair leadership temporarily if needed (e.g., absence, conflict of interest).

Membership (5–7 Students):

Students will be selected through a public, transparent application process coordinated with Student Senate.

Priority will be given to representing communities most impacted by policing, discrimination, trauma, and mental health inequities:

Community	Reason for Inclusion
Veterans	Higher exposure to PTSD and system interactions
Former Foster Youth	Often underserved and system-impacted
LGBTQIA+ Students	Higher rates of campus harassment and mental health challenges
Students with Disabilities	Accessibility and psychological safety concerns
Undocumented and International Students	Unique vulnerabilities around ICE/DHS, immigration status, and public safety
Students Under 18 (Dual Enrollment)	Minors deserve special protections and voice in safety decisions
Formerly Incarcerated Students	Unique insights into system reform, harm reduction, and stigma dismantling
BIPOC (Black, Indigenous, and People of Color) Students	Disproportionate impact of racialized policing, bias, and trauma

Goal: At least one member representing each community whenever possible, and no fewer than four distinct identities reflected at any time.

Advisory Members (Non-Voting):

- Licensed Mental Health Professional
- DEI/Equity Officer
- Public Safety Liaison

Advisors provide technical expertise but cannot block student decisions.

Member Support and Scalability Plan

To prevent burnout and ensure sustainability, SPSOC will:

- Create a **Peer Fellowship Program**: 5–10 additional volunteer or stipend-supported students who assist with communications, research, events, and outreach.
- Advocate for **stipends or paid positions** for SPSOC Co-Chairs, Vice Chair, and Peer Fellows through Student Senate and/or SMCCCD Work-Study funding.
- Require **semesterly workload evaluations** to adjust project scopes to student capacity.

Annual Leadership Transition and Institutional Memory Building

- SPSOC will maintain a **Living Handbook** updated annually to capture:
 - Bylaws
 - Policy precedents
 - Partnership MOUs
 - Crisis protocols
- Outgoing SPSOC leaders will conduct **mandatory Transition Trainings** for incoming leaders each summer.

- SPSOC Archivists (Peer Fellows) will preserve meeting minutes, reports, and best practices.

5. Formal Partnership with Student Senate

Core Responsibilities

SPSOC Role	Student Senate Role
Submit quarterly public reports	Receive, review, and vote to endorse or request revisions
Propose major policy reforms	Review, suggest amendments, and vote to endorse or deny
Respond to Student Senate formal requests	Student Senate may issue formal written requests for SPSOC reports, action plans, or clarifications
Nominate leadership (Co-Chairs, Vice Chair)	Confirm or reject leadership nominations
Conduct public meetings	Oversee SPSOC adherence to governance rules

Governance Principles

SPSOC will operate under:

- **Brown Act-aligned principles:**
 - Open meetings (accessible to students and public)
 - 72-hour minimum notice for meeting agendas
 - Public comment period at every meeting
 - No secret votes — all votes must occur publicly
- **Robert's Rules of Order:**
 - Formal meeting structure (agenda, motions, seconds, debate, vote)
 - Equal speaking rights and structured debate
 - Clear procedures for proposing amendments and conducting elections

Emergency Meetings Policy for SPSOC

(Aligned with Brown Act and Robert's Rules of Order Principles)

Definition of an Emergency

An **Emergency Meeting** may be called if **any of the following urgent threats occur:**

- A serious and credible **threat to student or employee safety** arises on campus (e.g., violent incident, hate crime incident, ICE/DHS activity)
- Immediate **retaliation** against a student, faculty, or staff member after reporting a safety concern or filing a complaint
- Immediate **public safety misconduct** that poses risk to physical or psychological safety

- **Mass traumatic event** affecting the college community (e.g., natural disaster, mass shooting threat, immigration raids)
- A **governing system failure** preventing normal safety protections from operating (e.g., Public Safety outage, counseling crisis service collapse)

Who May Call an Emergency Meeting

- **Either SPSOC Co-Chair**
- **Vice Chair** (only if both Co-Chairs are unavailable)
- **By Written Request from Three SPSOC Members**
- **By Formal Written Request from the Student Senate Executive Board**
- **By Request from the College President** (only for urgent safety issues affecting students and employees)

All requests must be documented electronically (email, text, signed letter) for transparency.

Notice and Public Posting Requirements

- **Notice must be posted publicly at least 1 hour before the emergency meeting starts.**
- Notice must include:
 - The reason for the emergency
 - The time and location (or Zoom link) of the meeting
 - Agenda items to be discussed (must be limited to the emergency topic)

Public Posting Locations:

- SPSOC Website
- Student Senate Website
- Campus-Wide Email Blast (where possible)

Students and staff must be able to attend, even if on short notice.

Procedures During Emergency Meetings

- Only matters directly related to the declared emergency may be discussed and voted on.
- No unrelated new business can be introduced.
- The meeting must be recorded (audio or Zoom recording) and archived for public access within 48 hours.
- Voting must occur by roll call (no secret ballots).
- Quorum must still be met: **at least 50% + 1 of voting members present.**

Student Senate Notification

- The Student Senate President and Student Trustee must be notified electronically immediately when an Emergency Meeting is called.
- Emergency Meeting minutes must be submitted to the Student Senate within 48 hours after the meeting concludes.

Follow-Up Requirements

- Emergency decisions are temporary (valid for 30 days unless ratified by SPSOC at a regular meeting).
- Regular SPSOC meetings must review and either confirm, amend, or repeal emergency actions by regular 2/3 supermajority vote.
- Public transparency reports on the emergency action must be issued within 7 days.

Special Protections for Students and Employees During Emergencies

- Immediate access to trauma counseling services must be included in post-emergency communications.
- No retaliation will be tolerated for anyone who triggers or participates in emergency meetings.

Accessibility Protections During Emergency Meetings

- Emergency meetings must provide:
 - Real-time closed captioning (Zoom or CART)
 - Spanish language interpretation upon request
 - Recordings published within 24–48 hours with transcripts
- Emergency meeting notices must clearly state accessibility options available.

Deadlines and Accountability Timelines

Action	Deadline
Quarterly Reports to Student Senate	Within 2 weeks of end of each academic quarter
Responses to Formal Student Senate Requests	Within 30 calendar days
Posting of Agendas and Meeting Materials	At least 72 hours before any official SPSOC meeting
Publication of Meeting Minutes	Within 7 calendar days after meetings

If SPSOC fails to meet deadlines without just cause, the Student Senate may request corrective actions, including leadership reviews or special elections.

Measuring Success and Continuous Improvement

SPSOC will establish clear annual success metrics, including:

- **85%+ training compliance rate** across employees
- **50% reduction** in criminal referrals for mental health crises by Public Safety
- **20%+ improvement** in campus climate survey scores for feelings of safety and belonging

- **Public satisfaction scores** from students and employees accessing RRMHT and Anonymous Reporting Portal

Metrics will be published annually in the SPSOC Community Safety and Wellness Report.

Voting and Decision-Making Processes

- **Simple Majority (50%+1)** required for:
 - Day-to-day operational decisions
 - Recommendations for trainings, communications, or minor procedural updates
- **Supermajority (2/3 vote)** required for:
 - Endorsement of binding policy drafts
 - Formal disciplinary recommendations
 - Public hearings and Votes of No Confidence motions

Voting is **by roll call** for all major decisions to ensure public transparency.

Leadership Nomination and Election Process

Timeline:

- Nominations for Co-Chairs and Vice Chair open at the final meeting of Spring semester
- Elections held at the first meeting of Fall semester

Process:

- Self-nominations or peer nominations allowed
- Candidates must submit a short public candidate statement (can be written or oral)
- Voting is public and by roll call
- Elected by simple majority
- Terms are one academic year, renewable once (2-term limit)

In case of midyear resignation or removal, special elections will be held within 30 days.

Transparency Commitments

- **All meeting agendas, minutes, voting records, and policy drafts** will be posted on a public SPSOC webpage
- **Anonymous public feedback form** available year-round for suggestions, concerns, or reporting possible violations
- **Semesterly Public Forums** co-hosted with Student Senate to:
 - Report on activities
 - Gather new priorities and needs from the broader student and employee community

Transparency violations (e.g., secret meetings, non-posted votes) will trigger automatic Student Senate investigation and potential corrective action.

Student Senate Oversight Powers

Power	Conditions
Approve or Reject Leadership Nominations	Annual vote
Request Additional Reports	As needed through formal request process
Conduct Governance Reviews	Annual evaluation of SPSOC structure and operations
Initiate Leadership Review	If serious misconduct, transparency violations, or governance failures occur
Suspend or Restructure SPSOC (Emergency Only)	Only after formal public hearing, 2/3 Senate vote, and Student Body consultation

6. Powers and Authority

SPSOC Powers

SPSOC will have the authority to:

- **Create and Submit Binding Policy Proposals**
for Public Safety, mental health crisis response, student rights protections, and campus safety policies.
- **Review Misconduct and Safety Complaints**
against public safety officers, administrative staff, faculty, and other campus-affiliated individuals.
- **Make Disciplinary Recommendations**
to College Presidents, District HR, and relevant leadership bodies after thorough trauma-informed investigations.
- **Hold Public Accountability Hearings**
where administration, Public Safety leadership, or faculty leadership must testify on safety failures or negligence.
- **Demand Written Public Responses**
to all formal SPSOC recommendations and findings within 30 calendar days (no silent rejection allowed).
- **Escalate Unaddressed Issues to District Board of Trustees**
if administration or campus leadership fails to act on serious safety concerns.
- **Initiate Votes of No Confidence**
against public safety chiefs, Deans, Vice Presidents, or other leaders who obstruct student safety reforms.
- **Oversee Anonymous Student Reporting Systems**
ensuring trauma-informed, confidential, and transparent case handling.
- **Mandate Campus-Wide Safety and Equity Training Requirements**
for faculty, staff, and public safety personnel.

Checks and Balances to Prevent Abuse of Power

SPSOC is a **governance body of accountability, not domination.**

The following checks and balances ensure no one person, group, or system can hoard power:

System of Balance	Details
Internal Voting Thresholds	Major decisions (e.g., policy recommendations, disciplinary action proposals, votes of no confidence) must be approved by 2/3 majority of SPSOC members, not just Co-Chairs.
Student Senate Review Power	Student Senate must review and approve SPSOC's major structural changes (e.g., new subcommittees, large policy shifts).
Co-Chair Term Limits	Each Co-Chair may serve a maximum of two consecutive terms to prevent leadership entrenchment.
Annual Public Self-Assessment	SPSOC must conduct and publish a yearly self-assessment including external feedback from the student body, Student Senate, and campus stakeholders.
Anonymous Student Feedback Mechanism	Students may anonymously submit feedback or complaints about SPSOC itself, reviewed by Student Senate and external ombudsperson.
Mandatory Transparency	All SPSOC meeting agendas, minutes, voting records, and policy proposals must be publicly posted within 7 calendar days.
District Board Oversight Option	If SPSOC abuses authority or exceeds its mandate, the District Board of Trustees can intervene — but only after a transparent, public review process involving Student Senate consultation.
Advisor Role Limitations	Advisors (Mental Health Professional, DEI Officer, Public Safety Liaison) are strictly non-voting, and cannot control or veto student decisions.
Public Safety/Administration Cannot Veto SPSOC	Campus or district leadership must either implement SPSOC recommendations or publish a written, publicly accessible rationale for any denials within 30 days.

Legal Safeguards

- SPSOC will appoint a **Non-Voting Legal Advisor** (from District Legal Counsel) to attend major disciplinary discussions, review confidentiality needs, and advise on due process rights.
- SPSOC recommendations will be **advisory** to HR and Administration on employment matters, ensuring final legal compliance remains with the College.

Summary of Governance Balance:

Body	Accountability Role
SPSOC	Self-assessment, 2/3 voting rule, student transparency
Student Senate	Oversight, structural review, confirmation of leadership

Body	Accountability Role
College Administration	Mandatory transparency and implementation or public rejection
District Board of Trustees	Final failsafe against misconduct at any level
Public Student Body	Anonymous feedback and appeals mechanism

7. Trauma-Informed Crisis and Safety Systems

Rapid Response Mental Health Team (RRMHT)

(Non-Police, Trauma-Informed Crisis Response)

Short-Term Immediate Actions (0–12 Months)

1. Establish RRMHT Pilot Framework

- Led by SPSOC Mental Health Co-Chair + Counseling Center + Health Services Office
- Recruit licensed clinical professionals (internal hires or community partnership with BHRS or StarVista)
- Recruit and train **peer navigators** (students trained in de-escalation, active listening, and cultural humility)

2. Develop and Approve Crisis Response Protocols

- Define when RRMHT responds vs. Public Safety (clear threshold: emotional/psychological crisis without imminent violence)
- Mandatory **student consent-centered intervention protocols** (students have agency to accept or decline help unless imminent danger)

3. Launch Pilot Service

- Limited hours (business day + early evening) for immediate accessibility
- Publicize widely through counseling center, SPSOC, faculty syllabi, Public Safety brochures, student orientation

4. Immediate Student Participation

- Students sit on RRMHT hiring committees
- Students co-develop peer navigator training curriculum
- SPSOC evaluates monthly pilot reports with counseling and administration

5. Train Faculty and Staff

- Immediate workshops on identifying mental health crises and activating RRMHT appropriately

Long-Term Programs and Policies (1–3 Years)

1. Expand RRMHT Availability

- 24/7 emergency text/chat line available to students
- In-person coverage evenings and weekends (targeted based on need)

2. Build RRMHT Specializations

- Culturally-specific responders (LGBTQIA+, BIPOC, disability, trauma survivors)
- Staff trained in trauma recovery, grief support, anti-racism, and immigration trauma

3. Institutionalize RRMHT

- Create permanent RRMHT department under Counseling Center oversight, co-managed with student representatives
- Annual funding from Student Health Fees, Grants, General Fund allocations

4. Partner with Public Safety

- Train Public Safety to step back during mental health crises unless imminent threat
- Develop “joint non-criminal crisis protocols” reviewed quarterly by SPSOC

5. Evaluate + Publish Public Data

- Semesterly transparency reports on number of RRMHT calls, types of support provided, student satisfaction surveys

ICE/DHS Student Protection Measures

(Proactive Immigrant Student Defense and Campus Sanctuary Protocols)

Short-Term Immediate Actions (0–12 Months)

1. Draft and Pass Campus-Wide Non-Cooperation Policy

- No information sharing without court-ordered judicial warrant
- No voluntary participation in ICE/DHS investigations or operations
- No enforcement of federal immigration law by campus employees or Public Safety

2. Declare All SMCCCD Colleges "Safe Campus Zones"

- Visible public signage affirming immigration enforcement is not supported
- Immediate "Safe Zone" training for all campus departments

3. Work with Student Senate and Trustees to Declare SMCCCD a Sanctuary District

- SPSOC and Student Senate will jointly draft a formal resolution for the Board of Trustees
- The Sanctuary District policy will guarantee:
 - No assistance to ICE/DHS from any campus entity without legal compulsion
 - Protection of student records under FERPA and state sanctuary laws
 - Clear refusal to allow ICE agents on campus without legal documentation
 - Expansion of Know Your Rights programs across the district
- Resolution will cite California Education Code Sections 66093 and 66021.8 supporting sanctuary protections at educational institutions

4. Create Rapid Legal Response Network

- Immediate partnerships with local immigration law organizations
- Emergency legal support hotlines shared campus-wide

5. Launch Student Immigration Rights Campaign

- Host regular Know Your Rights workshops
- Create accessible materials in multiple languages
- Focus on rights during stops, raids, and campus visits

6. Public Safety Partnerships with Student Oversight

- Public Safety must complete annual immigration protections training
- Public Safety liaisons must attend SPSOC-led quarterly immigration rights review meetings

8. How Student Participation and Strategic Partnerships Will Work

Group	Role in Partnership
SPSOC Students	Lead policy writing, monitor compliance, design trainings, evaluate outcomes
Public Safety	Cooperate with student oversight, follow trauma-informed and non-cooperation protocols
Faculty/Staff	Attend mandatory trainings, embed protections into their practices, refer students to RRMHT or immigrant defense resources
Administration	Approve and enforce student-centered policies, transparently report on compliance, fund programs
District Board of Trustees	Institutionalize policies permanently, support funding, receive semesterly reports

9. Anonymous Student Reporting System

Stage	Action	Time Limit
Initial Review	Within 5 business days	
Preliminary Assessment	Within 7 additional business days	
Investigation and Recommendations	Within 30 additional business days	
Public Report	Within 45 total business days	

Right to Appeal:

Anonymous appeals allowed within 10 business days, reviewed by a separate SPSOC + Student Senate panel.

Publication of Results:

Semesterly, anonymous summaries of all reports, actions taken, and appeals outcomes.

Trauma-Informed Intake + Zero Retaliation Policy.

10. Training and Capacity-Building for Faculty, Staff, and Public Safety

Required Annual Training Areas (All Campus Employees)

Topic	Focus
Domestic Violence Survivor Support	Recognizing trauma indicators, responding with sensitivity, and connecting students to services
Trauma-Informed Teaching Practices	Creating flexible, supportive, accessible classroom environments
Restorative Justice and Conflict Transformation	Using healing-centered, non-punitive methods to address harm
Unconscious Bias Awareness	Recognizing hidden biases in discipline, academic, and public safety systems
Anti-Racism and Systemic Oppression	Dismantling policies and practices that harm BIPOC and marginalized communities
Immigration Rights and Student Privacy Protections	Understanding FERPA obligations, non-cooperation policies, and Safe Zone protocols

Topic	Focus
Student Empowerment and Leadership Development	Training staff and faculty to encourage student voice, advocacy, and shared governance

Specialized Public Safety Training (Additional Requirements)

All Public Safety Officers must annually complete:

Topic	Focus
Advanced De-Escalation Techniques	Nonviolent, trauma-informed verbal intervention, cultural humility in crisis moments
Mental Health First Aid	Identifying emotional and psychological distress and responding without criminalization
Racial Trauma Response and Anti-Profilng	Recognizing implicit bias and preventing racialized targeting
Immigrant Student Protection Protocols	Legally compliant engagement with undocumented and international students
Youth Protection Training	Specialized training on working with minors under 18 enrolled in dual/concurrent programs

All de-escalation and mental health trainings must include **live scenario practice** with **community-based evaluators** (not only written modules).

Training Completion Tracking and Public Reporting

System	Details
Digital Certification Portal	All employees and officers must complete training modules through a secure system linked to their employee ID number.
Completion Deadlines	Training must be completed within the first 90 days of hire and renewed annually by September 30 each academic year.
Public Transparency Dashboard	SPSOC will publish semesterly, anonymized public reports showing: % completion by department (e.g., Public Safety 98%, Faculty 92%)

System	Details
Compliance Monitoring	SPSOC will notify department heads and College Presidents of non-compliant individuals or offices each semester.
Consequences for Non-Compliance	Failure to complete mandatory trainings will result in progressive discipline under Human Resources policy, up to and including suspension of duties.
Student Participation in Evaluation	Students will participate in annual review panels evaluating training content relevance and delivery effectiveness.

Union Partnership for Compliance and Compensation

Partnership with CSEA and AFT Unions:

- **Fair Compensation:**
All mandatory trainings must occur during paid work hours or be compensated separately if completed outside scheduled time, in accordance with collective bargaining agreements.
- **Due Process Protections:**
Any disciplinary action for failure to complete training will follow established CSEA and AFT disciplinary procedures, respecting grievance rights and ensuring union representation.
- **Collaborative Enforcement:**
SPSOC, Human Resources, CSEA, and AFT will jointly develop:
 - Clear timelines for training notices
 - Formal written warnings for missed deadlines
 - Step-based disciplinary action if non-compliance continues
 - Appeals process through existing union grievance systems
- **Mutual Review:**
SPSOC will meet with CSEA and AFT leadership once per year to review training outcomes, adjust practices if needed, and ensure fairness and effectiveness for all parties.

Goal:

Respect staff and faculty labor rights **while ensuring full campus-wide commitment to trauma-informed safety, mental health support, and anti-oppression practices.

Faculty and Staff Inclusion

- SPSOC will hold **Joint Listening Sessions** with Academic Senate, AFT, and CSEA before finalizing training content.
- Faculty and staff will be recognized with **certifications, public acknowledgments**, and optional **professional development credits** for successful training completion.
- SPSOC will publish **annual faculty/staff feedback surveys** to improve training quality collaboratively.

11. Faculty and Staff Safety, Wellness, and Inclusion

Overview:

Faculty and staff — especially those from historically marginalized communities — must be equally protected, supported, and empowered alongside students.

A trauma-informed, healing-centered campus is **incomplete** without **including faculty and staff safety** in all reforms.

SPSOC will ensure that **BIPOC, LGBTQIA+, disabled, immigrant, formerly incarcerated, and otherwise marginalized faculty and staff** have access to:

- Mental health support resources
- Safe working environments
- Protection from harassment, intimidation, or retaliation
- Inclusion in campus crisis response systems
- Equal access to anti-racism, trauma-informed, and de-escalation protections

Short-Term Immediate Actions (0–12 Months)

1. Expand Anonymous Reporting Systems to Faculty and Staff

- Faculty and staff can anonymously report threats, harassment, discrimination, or ICE/DHS intimidation
- Reports handled through the same transparent timeline (45-day maximum resolution) and appeals process

2. Include Faculty and Staff in Rapid Response Mental Health Team Support

- Faculty and staff in mental health crisis can request RRMHT support instead of Public Safety response
- Crisis responders trained to support not just students but all community members

3. Faculty and Staff Immigration Protection

- Faculty and staff also protected by Campus Non-Cooperation and Sanctuary District policies
- No assistance to ICE/DHS inquiries without court-ordered judicial warrant
- Public education campaigns include employee protections

4. Training Participation

- All trauma-informed training, anti-racism training, unconscious bias training, and de-escalation training is required for and inclusive of faculty and staff
- Faculty and staff involved in evaluating and shaping future trainings for relevance and effectiveness

Long-Term Policies and Supports (1–3 Years)

1. Create Faculty and Staff Restorative Justice Options

- Faculty and staff harmed by campus practices can request restorative justice circles as alternatives or supplements to formal complaints
- Trained facilitators provided via partnerships (e.g., StarVista, NAMI)

2. Regular Climate and Wellness Surveys

- Include faculty and staff in campus-wide safety, belonging, and wellness climate surveys
- Disaggregate data by identity group to reveal unique challenges faced by marginalized employees

3. Expand Mental Health and Trauma Recovery Services

- Dedicated mental health supports and crisis navigation services available to faculty and staff through Employee Assistance Programs (EAPs) and Counseling Centers
- Specialized referrals for trauma-informed therapists and culturally responsive counselors

4. Union Collaboration

- Work closely with CSEA and AFT to embed trauma-informed and anti-harassment protections in all collective bargaining agreements

5. Public Transparency

- Publish anonymous annual reports showing numbers of faculty/staff reports, types of concerns raised, resolution timelines met, and systemic reforms adopted

12. Funding Strategy for SPSOC, RRMHT, and Safe Campus Initiatives

Current Challenge: Federal Hostility to Mental Health and Education

The current federal administration has proposed:

- **Severe cuts** to Department of Education funding for mental health support
- **Elimination** of Title IV grants supporting trauma recovery in colleges
- **Restrictions** on federal student support grants for marginalized communities

Federal funding **cannot** be trusted to sustain student mental health, safety, and crisis intervention programs.

Therefore, SPSOC will rely primarily on:

- **State funding sources**
- **County-level public health partnerships**
- **Local city-level support and ballot initiatives**
- **Private sector and foundation grants**

State Funding Opportunities (California)

Fund	Purpose
Mental Health Services Act (MHSA) (Prop 63)	Provides millions annually to counties for mental health programs, including youth services and trauma recovery (San Mateo County receives approx. \$40M annually)
California Youth Behavioral Health Initiative (2022–2026)	\$4.7 billion statewide to create youth crisis teams, trauma-informed programs, and campus services
California Community Schools Partnership Program	\$3 billion available for community-based health, safety, and wellness supports integrated into colleges
CalHOPE Funding (Behavioral Health and Resilience Grants)	Focus on post-trauma recovery, peer mental health navigation, resilience building, crisis de-escalation services

SPSOC will submit grant proposals through SMCCCD’s Grants Office to access these funds.

San Mateo County and City-Level Funding

Local Source	Purpose
San Mateo County Behavioral Health and Recovery Services (BHRS) Innovation Funds	Available for pilot programs that create innovative mental health and safety solutions on campuses
Measure K Half-Cent Sales Tax (San Mateo County)	Over \$90M/year generated — some earmarked for youth mental health, trauma recovery, and anti-violence initiatives
City of San Mateo Mental Health Support Programs	Small grant programs for campus-based mental health innovations
City of Redwood City Mental Health Innovation Fund	Local grants to expand youth and young adult behavioral health services (direct link to Cañada College’s service area)

SPSOC will directly partner with BHRS, StarVista, and city government contacts to apply for these local grants immediately upon formation.

Proposed Local Bills or Measures (Future Strategy)

If funding gaps arise, SPSOC, in partnership with Student Senate and local advocacy organizations, may **propose or support**:

Local Initiative	Purpose
San Mateo County Mental Health Crisis Response Funding Resolution	Require County Board of Supervisors to allocate additional MHSA discretionary funds directly to college-based Rapid Response Mental Health Teams
City-Supported Campus Sanctuary and Safety Fund	Ask City Councils (San Mateo, Redwood City, San Carlos) to create small dedicated campus sanctuary grants supporting ICE/DHS protection, mental health crisis support, and student rights campaigns
Local Bond Measure (Long-Term Strategy)	Advocate for a County-wide "Safe and Healthy Campuses" bond to fund mental health response teams, trauma recovery programs, and sanctuary initiatives at colleges

SPSOC will work with student organizations, faculty unions (AFT), classified unions (CSEA), immigrant rights groups, and trauma recovery advocates to push any needed local measures.

Private Foundations and Public-Private Partnerships

Organization	Focus Area
The California Endowment	Youth mental health and trauma recovery funding
The David and Lucile Packard Foundation	Family, immigrant, and youth wellbeing grants (located in Palo Alto)
Chan Zuckerberg Initiative (CZI)	Bay Area-focused education and health equity grants
The Zellerbach Family Foundation	Focused grants on mental health access for immigrants and trauma-affected communities

SPSOC will collaborate with SMCCCD's Grants Development Office to pursue foundation partnerships immediately.

Why It Benefits San Mateo County and Local Communities

Benefit	Impact
Mental Health Crisis Reduction	Faster, trauma-informed mental health response reduces suicide attempts, hospitalizations, campus violence
Economic Stability	Healthier, more resilient student bodies mean higher retention, graduation rates, stronger local workforce
Public Safety Improvement	Non-police mental health interventions reduce criminalization of students of color, disabled students, LGBTQIA+ students
Immigrant Community Protection	Safer campuses protect vital contributors to San Mateo County's economy and culture
Youth Wellbeing	Trauma recovery services improve emotional health, educational outcomes, and long-term civic participation

Bottom Line:

Healthy, protected students and employees mean stronger families, safer neighborhoods, and a more just and thriving San Mateo County.

13. Community Partnerships and Tailored Support for Marginalized Students

Overview:

SPSOC will **intentionally build partnerships** with organizations that:

- Specialize in trauma recovery, mental health, and safety
- Center equity for marginalized students and employees
- Offer culturally, linguistically, and identity-responsive care
- Strengthen rapid crisis response, legal protection, and healing practices

No single system can meet every need alone.

Community organizations are vital to providing **specialized, affirming, and immediate care** that students and employees deserve.

Key Community Partners and Their Roles

Partner	Focus Area	Contribution to SPSOC and RRMHT
San Mateo County Behavioral Health and Recovery Services (BHRS)	Countywide mental health crisis response and trauma recovery	Provide licensed clinicians for RRMHT support, training in crisis de-escalation, and trauma-informed recovery
StarVista	Youth and young adult mental health, trauma support, crisis hotlines	Peer navigator training, 24/7 mental health hotline access, trauma therapy referrals
NAMI San Mateo County	Mental health stigma reduction, peer support, survivor advocacy	Peer-led mental health recovery groups, faculty/staff mental health education
Community Legal Services in East Palo Alto (CLSEPA)	Immigrant rights defense, deportation prevention, legal aid	Rapid response legal network for undocumented students, faculty, and staff threatened by ICE/DHS
CARAS (Community Agency for Resources, Advocacy, and Services)	LGBTQIA+ affirming mental health and crisis services	Culturally responsive counseling and emergency supports for LGBTQIA+ students and employees
Root & Rebound	Legal advocacy for formerly incarcerated and system-impacted individuals	Reentry navigation, expungement support, trauma recovery counseling

Partner	Focus Area	Contribution to SPSOC and RRMHT
California Youth Connection (CYC)	Foster youth empowerment and leadership	Trauma-informed support, peer mentoring, access to mental health recovery spaces
DREDF (Disability Rights Education and Defense Fund)	Disability rights and mental health accommodations	Workshops and advocacy for disabled students facing discrimination or mental health access barriers
The Pride Center of San Mateo County	LGBTQIA+ mental health services, trauma recovery	Group counseling, crisis support, gender-affirming mental health services tailored for LGBTQIA+ students
Catholic Charities of San Mateo County Immigration Services	Immigration legal aid and trauma support	Rapid-response legal services during immigration emergencies and Safe Campus defense

Importance of Partnering with These Organizations

Why Partnership Matters	Impact on Campus Community
Culturally Responsive Care	Marginalized students feel safe, seen, and respected — not retraumatized by generic services
Rapid Crisis Response	Students and employees in crisis can immediately access help without bureaucratic barriers
Specialized Trauma Recovery	Programs tailored for foster youth, immigrants, LGBTQIA+ people, and disabled individuals promote real healing
Legal Protections for Vulnerable Students	Undocumented students, formerly incarcerated students, and immigrants have immediate access to defense
Community Healing and Empowerment	Building resilience and leadership within marginalized communities, not just providing services
Reduction in Disparities	BIPOC, LGBTQIA+, disabled, and system-impacted students get equitable, effective care without delay
Connection to Broader Safety Net	Students and staff connect to long-term housing, legal aid, healthcare, and employment resources as needed

How SPSOC Will Formalize These Partnerships

- **Memorandums of Understanding (MOUs)** created with each major partner to clarify roles and rapid response protocols
- **Joint Training Programs** where community experts train SPSOC members, peer navigators, faculty, staff, and Public Safety
- **Referral Pathways** embedded directly into RRMHT operations

- **Quarterly Partnership Reviews** to evaluate effectiveness, improve protocols, and ensure accountability
- **Emergency Agreements** for ICE/DHS Rapid Legal Response Teams connected to Safe Campus protections

Long-Term Vision

SPSOC envisions **Cañada College and SMCCCD campuses** as **healing-centered hubs** connected to a **robust, community-based safety and wellness network**.

Through these partnerships, marginalized students and employees will not only survive — **they will heal, lead, and thrive**.

14. Implementation Timeline with Responsibilities

Timeline	Action	Responsible Parties
Month 1	SPSOC Formation finalized by Student Senate vote.	Student Senate, SPSOC organizing team
	Co-Chairs, Vice Chair, and first membership cohort elected.	SPSOC, Student Senate Elections Committee
	Governance documents adopted (Brown Act principles, Robert's Rules structure, Emergency Meeting Policy).	SPSOC, Student Senate Parliamentarian
Month 2	Public launch Town Hall to introduce SPSOC to students, employees, community.	SPSOC Communications Subcommittee, Student Senate Events Committee
	Anonymous Student, Faculty, and Staff Reporting Portal development begins.	SPSOC Technology Lead, Student Services Office
	Draft Safe Campus Non-Cooperation Policy finalized and submitted.	SPSOC Policy Subcommittee, Student Senate Advocacy Committee
Month 3	Initiate formal partnerships (BHRS, StarVista, NAMI, Legal Services, etc.).	SPSOC Community Partnerships Subcommittee
	Draft MOUs with community partners.	SPSOC Leadership + College Legal Counsel
	Begin RRMHT initial team staffing and hiring.	Counseling Services Office, Mental Health Director
Month 4	Launch Sanctuary District advocacy campaign with Student Senate.	SPSOC, Student Senate Executive Board, Immigrant Rights Coalition
	Submit Sanctuary District Resolution to Board of Trustees.	Student Senate President, SPSOC Co-Chairs
Month 5	Launch Anonymous Reporting Portal (live).	SPSOC Technology Lead, Student Services, College IT Department

Timeline	Action	Responsible Parties
	First Training Sessions begin (trauma-informed basics, de-escalation).	Faculty Development Office, HR Training, Public Safety Training Lead
Month 6	Pilot Rapid Response Mental Health Team (RRMHT) operational.	Counseling Services Office, BHRS Clinicians, StarVista Peer Navigators
	Peer Navigator specialized training launched.	StarVista Trainers, SPSOC Training Oversight Team
	Public Safety specialized racial trauma and immigration protection training.	Public Safety Chief, SPSOC Public Safety Review Committee
Month 7	Conduct First Climate and Wellness Survey (students, faculty, staff).	SPSOC Research Team, Institutional Research Office
	Anonymous Reporting System initial 45-day evaluation published.	SPSOC Anonymous Reporting Subcommittee
Month 8	First Public Accountability Forum hosted.	SPSOC Co-Chairs, Student Senate Oversight Committee
	Report on anonymous trends, training compliance, crisis response rates.	SPSOC Public Relations Committee
Month 9–10	Expand RRMHT hours based on needs assessment.	Counseling Services Director, BHRS Liaison, SPSOC Wellness Committee
	Secure grants (CalHOPE, MHSA) for expansion.	SPSOC Grants and Development Team, College Grants Office
Month 11	Begin drafting local funding proposals with County partners.	SPSOC External Relations Team, BHRS Partnership Office
Month 12	Publish First Annual Community Safety, Mental Health, and Sanctuary Compliance Report.	SPSOC Policy Research Team + Student Senate Public Oversight
	Public presentation to Student Senate, College Council, District Board of Trustees.	SPSOC Co-Chairs, Student Senate President, College President
	Begin Phase Two Expansion Plan (expanded legal services, mental health supports, immigrant protections).	SPSOC Long-Term Planning Committee + Campus Administrators

Immediate Responsible Leads for Core First-Year Deliverables:

Deliverable	Lead
SPSOC Formation and Governance Setup	SPSOC Founding Team + Student Senate
Safe Campus and Sanctuary District Policy Drafts	SPSOC Policy Subcommittee + Student Senate Advocacy

Deliverable	Lead
Anonymous Reporting Portal Launch	SPSOC Tech Lead + Student Services
Rapid Response Mental Health Team Pilot	Counseling Services Director + BHRS Community Liaison
Public Safety and Faculty/Staff Training Launch	HR, Faculty Development, SPSOC Oversight
Public Reporting and Accountability	SPSOC Communications and Public Relations Teams

Critical Partnerships in the First Year:

- **SPSOC + Student Senate:** Governance, advocacy, policy support
- **SPSOC + Counseling Center + Public Safety:** Crisis response redesign and rapid intervention
- **SPSOC + Community Organizations:** Trauma-informed, culturally specific service delivery
- **SPSOC + Grants Office:** Securing sustainable funding

15. Evaluation and Continuous Improvement

- Semesterly SPSOC self-assessments
- Annual Student Climate Surveys
- External audits every two years
- Appeals and grievance channels to ensure real accountability

Public Safety Compliance Evaluation

- SPSOC will require **quarterly compliance reports** from Public Safety leadership covering training completion, complaint resolution, de-escalation practices, and immigration protection adherence.
- SPSOC will retain the right to recommend **remedial training, leadership reassignment, or formal public hearings** if Public Safety fails to meet trauma-informed, anti-racist standards.
- Public Safety annual performance reviews must include **SPSOC feedback** as part of evaluation.

Restorative Healing for Everyone

Binding Policy and Governance Power

Students and employees will no longer be sidelined — they will co-govern campus safety, mental health response, and sanctuary protections through legally recognized structures.

True Safety, Centered on Healing, Not Policing

Rapid Response Mental Health Teams will respond to emotional and psychological crises — not armed security, not criminalization.

Anonymous Reporting with Real Accountability

Secure, trauma-informed, and transparent reporting systems — with public follow-through, appeals rights, and guaranteed protections from retaliation.

Immediate Sanctuary Protections from ICE/DHS Threats

Formal Safe Campus policies and Sanctuary District designation will shield undocumented and immigrant students, staff, and families.

Transparency and Public Accountability at Every Level

Public meetings, roll-call votes, semesterly reporting, and clear consequences for administrative failure to act.

Mandatory Trauma-Informed, Anti-Bias, Anti-Racist Training — Enforced Fairly and Respectfully

With union protections (CSEA, AFT) ensuring training is paid, accessible, and meaningful — not just performative.

Faculty and Staff Safety and Healing

Faculty and staff, especially those who are marginalized, will have equal access to mental health supports, protections, restorative justice options, and immigrant rights defenses.

Resilient, Local, Community-Rooted Funding

SPSOC initiatives will be funded through state, county, and local sources — not dependent on hostile federal administrations.

Strategic Partnerships that Respect Every Identity

Specialized, culturally responsive crisis support through partnerships with BHRS, StarVista, NAMI, immigrant rights organizations, LGBTQIA+ centers, disability rights groups, and more.

A National Model for Healing-Centered, Student- and Employee-Led Colleges

San Mateo County will lead California — and the country — in proving that campuses can be truly trauma-informed, equity-centered, and governed by the people they serve.

Call to Action

Why This Matters

- Students and employees are under real threat from violence, discrimination, trauma, and deportation risks.
- Federal protections are being stripped away.
- Hate crimes and mental health crises are rising nationally and locally.

- Waiting is not neutral — it is unsafe.

Building trauma-informed, healing-centered campuses is not optional — it is urgent.

What We Are Asking You to Do

Formally Vote to Establish the Student-Led Public Safety Oversight Committee (SPSOC)

Give students and employees a real, binding voice in campus safety, crisis response, and mental health systems.

Commit to Immediate Action on Safety, Healing, and Sanctuary Protections —

Approve the Year One Implementation Timeline to launch SPSOC, Rapid Response Mental Health Teams, Anonymous Reporting Systems, and Safe Campus Policies.

Embrace Transparency, Shared Governance, and Student-Employee Leadership —

Endorse SPSOC's Brown Act-aligned, publicly accountable structure to ensure no leadership — not administration, not public safety, not even SPSOC — can hoard or abuse power.

Invest in Our Collective Future —

Support the pursuit of sustainable local, county, and state funding, with special attention to protecting BIPOC, LGBTQIA+, immigrant, disabled, formerly incarcerated, and foster-affected communities.

Why You — Why Now

Student Senate leaders have always been the first to stand up when students were unsafe. You are being called now to lead again — to not just protect this generation of students and employees, but to set a national standard.

Choosing safety, healing, dignity, and empowerment will define your leadership.