CARES: Community Accountability, Response & Emergency Services

• Comprised of four units working collaboratively to address safety across all elements.
  • Physical
  • Fire/Life
  • Structural
  • Interpersonal
  • Psychosocial
Four Units of CARES work in collaboration:

**Response Team**
212-854-3362
- Psychosocial Safety
- Initial crisis intervention, supportive assessment, & referral to campus resources

**Community Safety**
212-854-6666
- Physical & Structural Safety
- Security & Fire Safety
- Emergency Response

**Campus Preparedness**
firesafety@barnard.edu
- Fire/Life Safety
- Education, consultation
- Emergency Preparedness & response;
- Clery compliance

**Nondiscrimination & Title IX**
nondiscrimination@barnard.edu
- Interpersonal Safety
- Education, outreach & consultation
- Investigation & accountability
## WHAT IS SAFETY?

How do we share responsibility for safety on campus?

<table>
<thead>
<tr>
<th>Physical Safety</th>
<th>Fire &amp; Life Safety</th>
<th>Structural Safety</th>
<th>Interpersonal Safety</th>
<th>Psychosocial Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safe from hazards. This includes:</td>
<td>Related to physical safety, specific to environmental controls. This includes:</td>
<td>Security of structures and environmental design. This includes:</td>
<td>Safety from violence and crime. This includes:</td>
<td>Climate or perceptions of individual experiences both in and out of the classroom This includes:</td>
</tr>
<tr>
<td>• Injury, slip/fall risk</td>
<td>• prevention measures (alarms, testing of alarms, inspections of equipment, etc)</td>
<td>• Access control</td>
<td>• Cyber security</td>
<td>• Social support options</td>
</tr>
<tr>
<td>• Chemical risk</td>
<td>• response to emergency situations (first aid, smoke/fire conditions)</td>
<td>• Entrance/Egress</td>
<td>• Security of belongings</td>
<td>• Availability &amp; accessibility of resources</td>
</tr>
<tr>
<td>• Biological risk (illness)</td>
<td></td>
<td>• Capacity (occupancy limits)</td>
<td>• Crime prevention</td>
<td>AND, how each individual may infringe upon safety of others</td>
</tr>
<tr>
<td>• Natural disaster (severe weather)</td>
<td></td>
<td></td>
<td>• Personal physical safety from crime</td>
<td></td>
</tr>
</tbody>
</table>
Response Team

• Continued development of the Response Team during 2021-22 academic year. Addition of staff, hours of coverage and resources supported.

• The Response Team has worked to develop or fine-tune processes including lost and found items, temporary guest policy exceptions, ID access, commuter sticker disbursement, key distribution, and a QR code resource portal for residential desks.
Response Team

The 2021-22 academic year included the expansion of the Response Team including the addition of overnight coverage during the spring and summer. Response Team staff took part in training, bi-weekly staff meetings, and one-on-one supervision. The Response team adapted to increased interactions with the expansion of in-person Barnard activities. The team presented and tabled throughout Orientation and Welcome Back, Welcome Home events and hosted the first Safety Week events in April 2022.

- Staffing overview – building toward 24 hour coverage
- Currently 6 full time and 7 part time response team members now covering 24 hrs, 7 days a week
- During AY22, twelve staff hired to build coverage and account for turnover
- Internal advancement in response to increasing access needs
# Response Team

<table>
<thead>
<tr>
<th>Interactions</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions</td>
<td>8149</td>
<td>-</td>
</tr>
<tr>
<td>Phone</td>
<td>6051</td>
<td>74.3%</td>
</tr>
<tr>
<td>Walk-in</td>
<td>992</td>
<td>12.2%</td>
</tr>
<tr>
<td>Pre-Scheduled</td>
<td>691</td>
<td>8.5%</td>
</tr>
<tr>
<td>Email</td>
<td>132</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facilities Request</td>
<td>1451</td>
<td>17.8%</td>
</tr>
<tr>
<td>Lock/Unlock (Requested)</td>
<td>951</td>
<td>11.7%</td>
</tr>
<tr>
<td>Lock/Unlock (Scheduled)</td>
<td>758</td>
<td>9.3%</td>
</tr>
<tr>
<td>Lost &amp; Found</td>
<td>681</td>
<td>8.4%</td>
</tr>
<tr>
<td>PRT Assist</td>
<td>661</td>
<td>8.1%</td>
</tr>
<tr>
<td>CS Assist</td>
<td>589</td>
<td>7.2%</td>
</tr>
<tr>
<td>ID Issue</td>
<td>578</td>
<td>7.1%</td>
</tr>
<tr>
<td>Access Concern</td>
<td>546</td>
<td>6.7%</td>
</tr>
<tr>
<td>General Assist</td>
<td>374</td>
<td>4.6%</td>
</tr>
<tr>
<td>Abandoned/Spam Call</td>
<td>338</td>
<td>4.1%</td>
</tr>
</tbody>
</table>

- Training overview / highlights
Community Safety

- Staffing updates during the academic year
  - Expanded Response Team coverage overnight
  - Turnover in Community Safety leadership
  - Turnover across Access Attendant staff

- Expansion of record keeping enhancements
## Community Safety

- 76% of Dispatch Communication is Security / Fire Safety operations [Operations]
- 24% campus community service / campus partner support [Campus Services]

<table>
<thead>
<tr>
<th>CALL TYPE</th>
<th>Total</th>
<th>Percentage</th>
<th>Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Checks</td>
<td>4477</td>
<td>38%</td>
<td>Operations</td>
</tr>
<tr>
<td>Alarm Activities</td>
<td>1225</td>
<td>10%</td>
<td>Operations</td>
</tr>
<tr>
<td>CS Staff Information</td>
<td>3568</td>
<td>30%</td>
<td>Operations</td>
</tr>
<tr>
<td>Lock/Unlock</td>
<td>740</td>
<td>19%</td>
<td>Campus Services</td>
</tr>
<tr>
<td>Key Checkout</td>
<td>1139</td>
<td>31%</td>
<td>Campus Services</td>
</tr>
<tr>
<td>Assistance Calls</td>
<td>595</td>
<td>16%</td>
<td>Campus Services</td>
</tr>
<tr>
<td>Facilities/Vendor</td>
<td>720</td>
<td>19%</td>
<td>Campus Services</td>
</tr>
</tbody>
</table>
Community Safety

<table>
<thead>
<tr>
<th>Incident Type</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Assist</td>
<td>131</td>
<td>34%</td>
</tr>
<tr>
<td>Alcohol involved</td>
<td>21</td>
<td>6%</td>
</tr>
<tr>
<td>Employee accident</td>
<td>19</td>
<td>5%</td>
</tr>
<tr>
<td>Fire Safety / Alarm</td>
<td>50</td>
<td>13%</td>
</tr>
<tr>
<td>Criminal behavior</td>
<td>29</td>
<td>8%</td>
</tr>
<tr>
<td>Suspicious Circumstances</td>
<td>17</td>
<td>5%</td>
</tr>
</tbody>
</table>

- Injury or illness calls
  - 70% student involved
- Criminal behavior included report of stalking, ipv, physical assaults, larceny, vandalism and verbal altercations
- A third of suspicious circumstances reports related to off campus behavior
Nondiscrimination & Title IX

• The Nondiscrimination and Title IX Office endeavors to work collaboratively across campus to further the goal that faculty, staff, and students be able to work and study in a campus community free from discrimination and harassment. As such, the Office provides outreach, education, supportive consultation, and response services to all members of the Barnard community.

• The Office monitors the College’s compliance with regulations, laws, and policies that ensure equal opportunity for faculty, staff, and students. Additionally, Nondiscrimination and Title IX staff are responsible for providing community-wide education, training, and prevention initiatives in support of creating an informed community free from discrimination and harassment. The Office is led by Director Elizabeth Scott-Francis
Nondiscrimination & Title IX

Campus Climate Survey
Designed to gather information about student knowledge and experience, to raise awareness about student experiences and campus resources, and to expand the conversation and engagement opportunities related to these important issues.

• Of the 563 students who responded to the survey in February 2022, 318 indicated an identity part of the LGBTQIA community and 244 were “students of color. The overall response rate was 19.4%.

• About 85% of respondents were confident they could locate contact information for Barnard's Title IX Coordinator.

• Most students are at least somewhat familiar with a range of campus programs and resources. Being Barnard and the Rape Crisis /Anti-Violence Support Center are the programs least known to Barnard students.

• 62% of respondents said they were very or somewhat likely to report directly to the Title IX Coordinator and 58% indicated that they were very or somewhat likely to report via electronic form.
The Nondiscrimination Office received 135 reports, disclosures, or requests for consultation.

- **Consultation**: Consultation is used when a staff member met with an individual to consult about options, rights & resources.

- **Documentation**: Documentation is used when a reporting individual feels strongly about having something “on record” or if there’s some kind of connection to protected status, but it might not rise to the level of being severe, pervasive, and objectively offensive or there’s not enough information.

- **General**: A report becomes “general” when reported information does not necessarily meet any kind of threshold. Staff document the information shared and indicate what referrals and follow-up were made.

- **Title IX**: The Title IX report type is used when a report meets the threshold for our definition of gender-based misconduct or the Title IX regulatory definition of sexual harassment to move forward in process.
Any individual may file a report with the Nondiscrimination Office and consultation is encouraged. This includes seeking information about options for supportive measures, guidance in approaching difficult dialogue, information about reporting options and process expectations, and general debriefing of concerning observations or experiences.

**Staffing**
- Led by Dr. Elizabeth Scott-Francis
- Associate Director, Danielle-Hope Cabral

**Pool of sixteen faculty and staff members trained to support investigation needs**
- Quarterly training

**Collaboration includes working across CARES units and with HR, DEI, and Provost’s Office.**
Preparedness

- Preparedness is essential to a safe community
- One of four overlapping phases of Emergency Management
- Includes Fire safety, Environmental Health & Safety, security assessment and Clery compliance

**PREPAREDNESS**
Planning how to respond (emergency plans; alert systems; training)

**MITIGATION**
Minimizing effects/impact of disasters; monitoring safety compliance

**RESPONSE**
Efforts to identify & minimize hazards

**RECOVERY**
Actions to restore / return to operations
Preparedness

Preparedness efforts are undertaken by every individual – being aware of needs and making safe decisions. The CARES team has specific preparedness responsibilities related to a range of compliance and risk assessment in support of campus safety across all elements. Being ready for national, natural or man made disasters is a state of readiness, early intervention efforts, and training for effective response.

Collaboration across the College and University includes:

- Emergency Management Committee
  - University Emergency Management Operations Team
- Environmental Health & Safety
  - Barnard College Safety Committee
  - University Institutional Health & Safety committees
- Fire Safety inspections & related compliance
- Clery campus security compliance collaborations
Preparedness

• Clery ASR outlines fire safety initiatives, drills conducted and related campus policy
• Safety education and emergency response resources and training for the campus community
• Fire Safety staff coordinate with CARDS staff to develop individual life safety plans where accommodation is needed

• Training and Education
  • Staff hold a variety of FDNY certificates of fitness
  • CARES Staff, facilities and Residential Life staff receive annual fire safety training
  • Staff coordinate with EH&S lab safety training for students
  • Emergency Management tabletop exercises for the CARES department and College
A look Ahead….Four Units of CARES work in collaboration

• Continued team development enhancing collaboration and extending 24 hour coverage
• Emphasis on safe decision making - collaboration
• Changing campus structures and external regulations inform safety and compliance efforts

• Communication plan offering regular safety tips through existing College platforms
• Outreach opportunities
  • Safety Week Sept 26
  • Fire Safety Day early October
  • Safety walk opportunities
  • Nondiscrimination outreach and presentation partnerships
Four Units of CARES work in collaboration