Security Services Review

CONSULTATION BRIEF

AT A GLANCE

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YORK UNIVERSITY- SECURITY SERVICES REVIEW CONSULTATION BRIEF AT A GLANCE

PREAMBLE

York's Security Services Review aims to facilitate prevention, campus community development and to foster fuller engagement. To achieve these goals, there are two fundamental priorities that the review seeks input on:

- o How to ensure that security services are free from bias and discrimination affecting marginalized members of the campus community, particularly Indigenous, Black, other racialized members, and equity seeking groups
- o How to ensure that services offered by York Security Services do not inappropriately respond to the needs of marginalized members of the campus community, particularly Indigenous, Black, and other racialized individuals, and those experiencing mental health crises who would be better served by other community safety services.
- o adopt a clear and comprehensive policy and process related to the handling of complaints.

DISCUSSION QUESTIONS

Transparency and accountability

- What accountability measures can be implemented to ensure York Security Services are free from bias and discrimination?

- How can oversight of York Security Services be enhanced?

- What data should Security Services collect and report publicly to ensure fairness, transparency, and accountability?

- How should complaints be reported?

Specific services and activities

- Are there any specific activities carried out by York Security Services, including the way in which they are carried out, that are of concern— from a bias and discrimination perspective?
- How can these concerns be addressed?

Recruitment and education

- What attributes and qualifications should we be looking for when recruiting security front-line staff and security leadership?

- What types of staff education would be effective/ineffective to change attitudes and behaviours in security/policing?

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- How do we ensure on-going review of practices, challenges, successes, and education with, and for those involved in security services?

Community engagement and building trust

- What strategies should York Security Services utilize to cultivate confidence and trust with marginalized individuals on campus?

THE ROLE OF SECURITY SERVICES IN THE WIDER CONTEXT OF COMMUNITY SAFETY SERVICES

Preamble: Campus security services have traditionally been structured on a law enforcement model and have employed staff recruited with enforcement roles and responsibilities in mind. Recently, calls are being made to reallocate resources to enhance capacities to support vulnerable communities and provide crisis support through non-enforcement services that are staffed by specialized mental health and social work professionals with experience in anti-racism and EDI.

DISCUSSION QUESTIONS

The role of security services in a community safety model

- What should be the primary roles and responsibilities of Security Services in maintaining safe and inclusive campuses?
- Are there any roles and/or activities carried out by York Security Services that should be modified? If so, how can this be done?
- What skills and experiences are needed to deliver the recommended roles and responsibilities for Security Services?

Response to crises or mental health needs

- Under what circumstances would it be appropriate/inappropriate for Security Services to respond to a person experiencing a mental health crisis?
- If specially trained mental health workers are preferable in some circumstances, how should they work with Security Services and other on partners both on and off campus?
- What are the resource implications of this change, and how should they be handled?

OTHER CONSIDERATIONS

- Do you have additional thoughts or ideas regarding York Security Services that you believe should be considered in this Security Services Review which might not be covered in this document?
- Do you have suggestions on how any recommendations should be implemented?

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