Blueprint for Diversity
DPS MISSION STATEMENT

- The mission of the University of Pennsylvania’s Division of Public Safety is to enhance the quality of life, safety and security of our community. The Division accomplishes its mission through the delivery of a comprehensive and integrated safety and security program in partnership with the community that we serve.

- The members of the Division of Public Safety reflect the diversity of our community. We pledge to deliver professional safety and security services that value and respect the rights and differences of all members of the Division, as well as those of the University of Pennsylvania and the University City communities that we all proudly serve.

- We are committed to the professional and personal development of all members of the Division of Public Safety, and in turn we expect all of our employees to be models of excellence. Ultimately, we strive each and every day to earn the trust, confidence, and respect of our community.
A Comprehensive Program

- Quality Control
- DPS Policies
- Education & Training
- Supervision & Accountability
- Recruitment & Hiring
- Community Outreach
- Data Collection, Analysis & Reporting
Diversity Partners at Penn

CHAS

Student Organizations/OFSL

President's Center

Deans/Faculty

Chaplain’s Office

West Philadelphia Community

Cultural Resource Centers

Division of Public Safety

VPUL
Challenges in the Penn Community

- Delivery of public safety services in an urban university environment
  - Crime
  - Town & Gown relations – Socioeconomics
  - Parent Concerns
  - Admissions – Penn is a business of higher education
- Balancing the need for enhanced safety and security while at the same time providing a welcoming community for everyone
DPS Demographics: 2014

- White Males: 55%
- White Females: 13%
- Minority Males: 12%
- Minority Females: 20%
UPPD Demographics: 2014

- White Males: 60%
- Minority Males: 26%
- White Females: 9%
- Minority Females: 5%
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November 2014