



# SFPD REFORM INITIATIVE

Professional Standards and Principled Policing Bureau

Captain Michael P. Connolly, MS

# Main Topics of Discussion Today

## a) Recent Efforts and Updates

- a) New DOJ training manuals featuring SFPD content
- b) DOJ Collaborative Review
- c) White House Police Data Initiative (P.D.I.)
- d) DOJ-recommended transgender training video
- e) Additional training – BWC, Fair and Impartial Policing, Blue Courage
- f) Crisis Intervention Team (C.I.T.) update
- g) YCEU and Recruitment

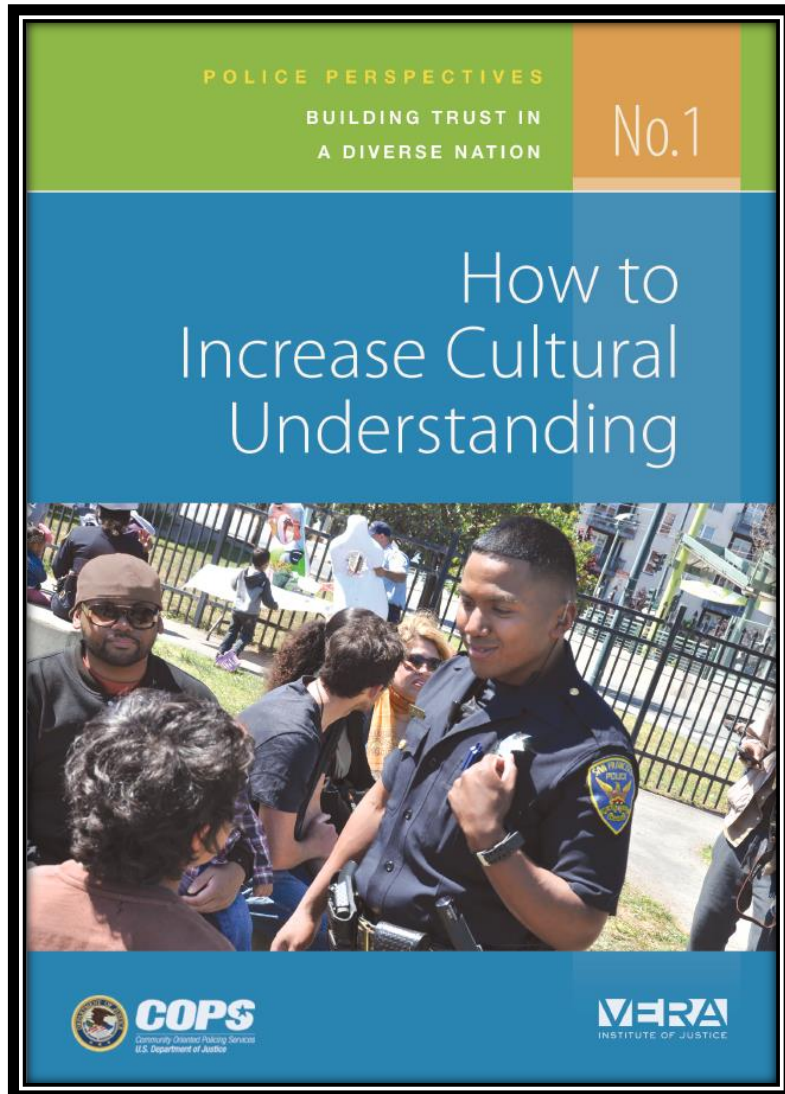
## b) OCC Report Recommendations

- a) OCC recommendations
- b) Progress report and update

## c) Update on Traffic Stop Data Reporting

- a) Reasons for traffic stops
- b) Comparisons of consent searches and traffic stops versus violent crimes, homicides, and shootings

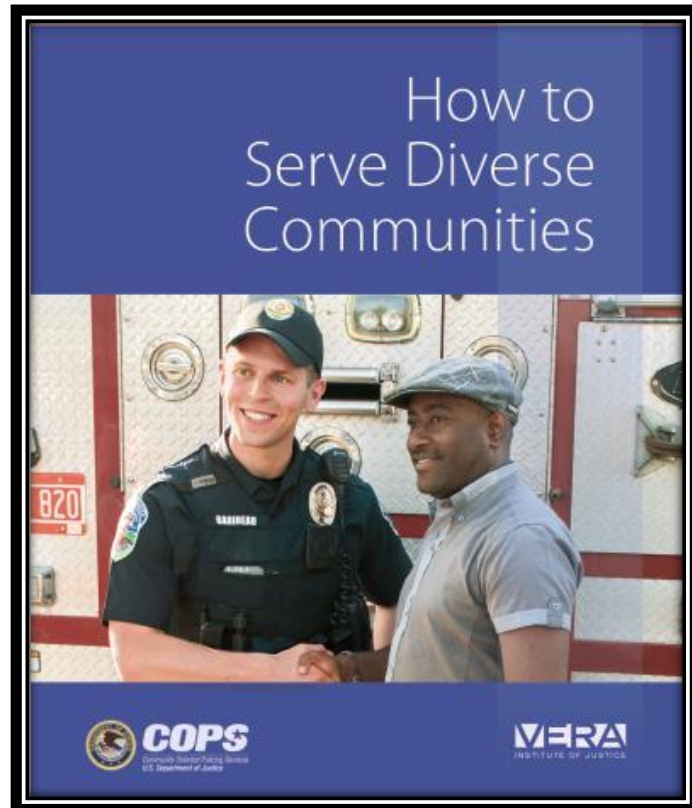
# DOJ training manuals released



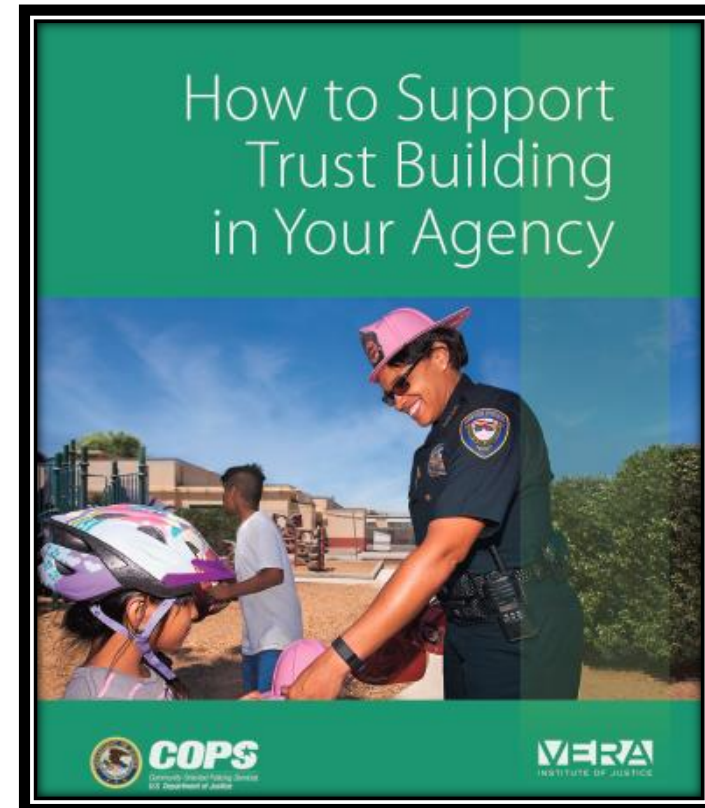
1. Four DOJ training manuals released in July/August 2016
  - How to Increase Cultural Understanding
  - How to Serve Diverse Communities
  - How to Support Trust Building in Your Agency
  - Combatting Youth Violence in American Cities
2. Three of these manuals feature SFPD and CCSF specific policies and procedures.
3. Highlights include:
  - SFPD/OCC mediation policy. “Mediation as a Policing Tool”
  - San Francisco incorporates the “Blue Courage” concept into basic and recurring training.
  - SFPD Community Policing
  - Two page write-up of SFPD/CCSF Interrupt, Predict, and Organize (I.P.O.) crime reduction strategy.

# DOJ Training Manuals Released

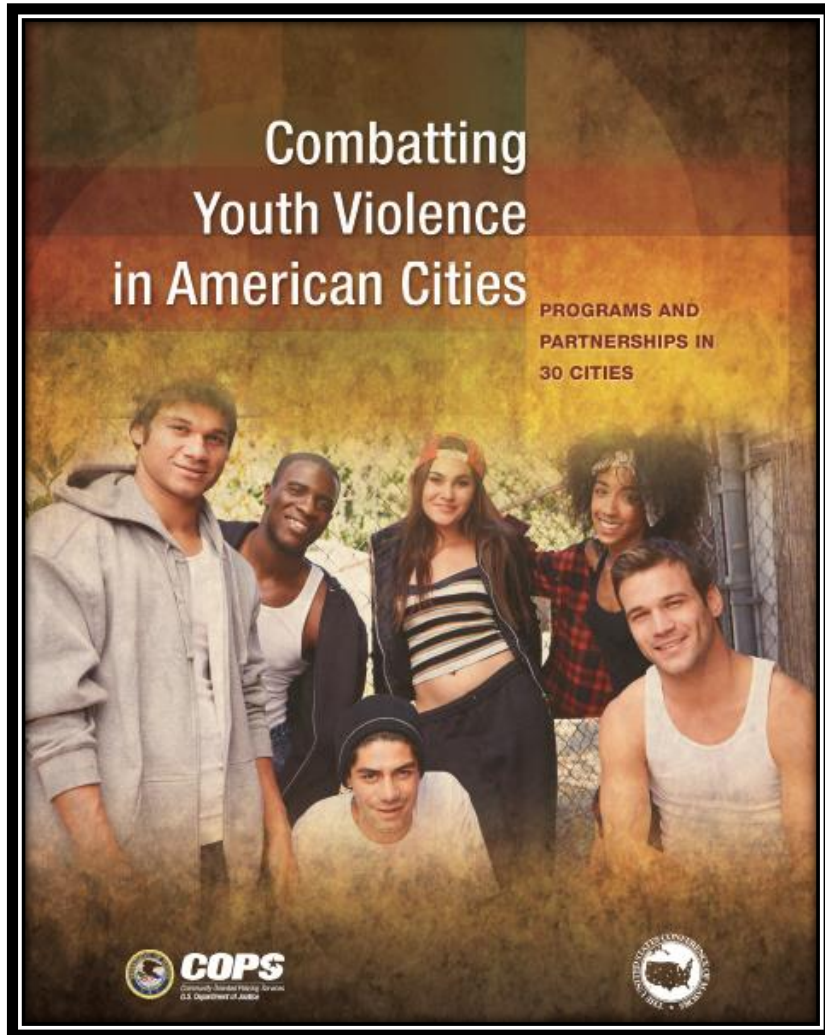
## How to Serve Diverse Communities



## How to Support Trust Building in Your Agency



# San Francisco I.P.O. Strategy Featured



- Violent crime is concentrated in 2.1% of San Francisco neighborhoods
- Multiple city agencies work together to organize City services and provide innovative violence intervention programs.
- Homicides down 36% over a two-year period (2012 – 2014) (Page 67 ).



# Collaborative Review Update

- Collaborative Review with the U.S. Department of Justice. Report available in the next 30-45 days.
- DOJ recommended/DHR required: Implicit Bias Training for all SFPD command staff in September and October 2016 (Creating An Inclusive Environment: Introduction to Managing Implicit Bias)
- DOJ final on-site review date 8/16/16

# Integrated Data Tracking Matrix

- SFPD is currently building a consolidated matrix of recommendations from the following reports:
  - President's Task Force on 21<sup>st</sup> Century Policing
  - Civil Grand Jury
  - Blue Ribbon Panel
  - DOJ / COPS Report
  - OCC Recommendation Report
- Implementation schedule and strategic plan in progress, to be issued at Police Commission meeting following DOJ / COPS report release.



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## Briefing Room

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Executive Orders

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Proclamations

Legislation

Pending Legislation

Signed Legislation

Vetoed Legislation

Nominations &  
Appointments

### The White House

Office of the Press Secretary

For Immediate Release

April 21, 2016

# FACT SHEET: White House Police Data Initiative Highlights New Commitments

*"The question then is how do we bridge these issues: concern about fairness and a concern about effectiveness in making sure that police officers get the support they need. That's why I set up a Task Force on 21st Century Policing last year that came up with detailed recommendations that departments and officers can implement to keep building trust . . . It talked about having open data and independent investigations to make sure the system was fair . . ."*

—President Obama, International Association of Chiefs of Police Speech, 2015



## Police Data Initiative:

"In May 2015 the White House launched the [Police Data Initiative](#) (PDI), a community [partnership] that includes leading law enforcement agencies, technologists, and researchers committed to improving the relationship between citizens and police through uses of data that increase transparency, [build community trust](#), and strengthen accountability."



# White House Police Data Initiative (P.D.I.)

- The SFPD is one of 53 agencies (of ~18,000 police agencies nationally) participating in the [Police Data Initiative](#) (PDI), a research-driven project organized by President Obama to identify best practices for transparent and constitutional policing.
- Data collection and processing are key aspects to the determination of best practices as outlined in *The President's Task Force on 21<sup>st</sup> Century Policing*.
- SFPD participates in weekly conference calls.



The **San Francisco Police Department (SFPD)** conducted an in-depth analysis of the President's Task Force Report. SFPD reviewed each recommendation in the report to determine where improvements could be made to procedures, policies, and “best practices.” SFPD developed a complete response to all 58 recommendations and the action steps contained in the Final Report. The SFPD response details support, current activities, policies, and practices that specifically address each item and proposals for additional steps. Examples include prioritizing “Blue Courage” training for officers and the on-going partnership with youth organizations in the community.

The San Francisco Police Department is a [Police Data Initiative participant](#).



The screenshot displays the COPS (Community Oriented Policing Services) website, a U.S. Department of Justice initiative. The header includes the COPS logo and navigation tabs for ABOUT, NEWS & EVENTS, GRANTS & FUNDING, RESOURCES, and TECHNICAL ASSISTANCE. The main content area features a breadcrumb trail: Home >> President's Task Force >> Implementation Map, and a printer-friendly icon. A dark blue banner reads "TASK FORCE RECOMMENDATIONS IMPLEMENTATION MAP". Below this, a text block states: "This map features implementation efforts of stakeholders across the country that are turning the Task Force recommendations into action. Please check back regularly for updates." The map itself is a dark blue outline of the United States with numerous yellow dots indicating implementation locations across various states, including California, Texas, Florida, and the Northeast.

# White House Police Data Initiative (P.D.I.)



- In April 2016, SFPD personnel attended a meeting at the White House for collaborative discussion on data collection.
- SFPD provides three data sets:
  - Traffic stops
  - Department demographics
  - Officer-involved shootings

**Data**



**Sharing our Data**

**SFPD joins the White House Police Data Initiative**

The San Francisco Police Department (SFPD) has joined the President's White House Police Data Initiative. This initiative provides recommendations for improved police practices, including data transparency. For more information on the White House Police Data Initiative, please visit <https://whitehouse.gov>.

SFPD is determined to build trust, engage with our San Francisco community, and drive positive outcomes in public safety. We hope to be as transparent as possible – not only with our crime data, but with information about our department and its operations. Please see below for our initial data sets.

[San Francisco Police Department Sworn Demographics](#)

[Traffic Stops by Race and Ethnicity](#)

[Officer Involved Shootings, Suspect-Involved, 2009 – 2015](#)

[Annotated List of SFPD Officer Involved Shooting Investigations Dating Back to 2000 \(Microsoft Excel\)](#)

**San Francisco Police Department Sworn Demographics\***

Race/Ethnicity	Number of Members	Percent
American Indian/Alaska Native	7	0.3%
Asian	472	22.3%
Black	190	9.0%
Hispanic	331	15.7%
White	1,093	51.7%
Other	21	1.0%
<b>Total</b>	<b>2,114</b>	<b>100.0%</b>

\*As of February 11, 2016

# DOJ Transgender Training Video

- Transgender Awareness Training: SFPD is currently working to implement DOJ-produced roll call training to improve police service to the transgender community.
- Additional steps, including creation of a new D.G.O. outlining transgender department policy, are currently under review.






# Transgender Awareness Training



Department of Justice

Office of Public Affairs

SHARE 

FOR IMMEDIATE RELEASE

Thursday, August 25, 2016

## Justice Department Releases New Training Video for Law Enforcement on Interacting with Transgender Community

The Justice Department's Community Relations Service (CRS) today released a [new training video](#) for law enforcement which provides information, tools and techniques to help ensure that interactions with members of the transgender community are respectful, professional and safe for all involved.

The training uses three non-emergency and non-crisis situations to discuss ways for police officers to effectively and politely interact with transgender individuals. In promoting best practices, the video defines three important terms: assigned sex, sexual orientation and gender identity. As the training outlines, understanding the terminology and the major issues facing the transgender community can help rebuild trust and ensure that encounters are safe for all parties. The video also emphasizes the importance of distinguishing between a threat and a stereotype, and notes that individuals who feel disrespected are less likely to have faith in or cooperate with law enforcement.

"Transgender Americans, like all Americans, deserve to be treated with courtesy and respect by law enforcement officers," said Acting Director Paul Monteiro of CRS. "The information provided in this video will help strengthen the relationship between police and the transgender community, allowing for more effective investigations and safer encounters for officers and citizens alike."

The training stresses that officers should keep their questions relevant to the contact and remain courteous throughout the encounter. In one of the examples, the video demonstrates an officer laughing and using an inappropriate pronoun to address a transgender individual who appears to be the victim of a crime and the officer's partner pulls him aside to correct his behavior. Afterwards, the offending officer apologizes for his prior conduct and approaches the rest of the interview with the necessary respect and professionalism. This illustration not only highlights how officers should act with members of the transgender community, but also addresses the need for officers to say something to their peers when they see problematic behavior.



### Law Enforcement and the Transgender Community - CRS Roll Call Training Video



Community Relations Service

Subscribe 28

2,185 views

# Body Camera Update

## Body worn cameras


- Bayview Station is 99.8% complete – 120 trained users
- Ingleside Station is 91% complete – 122 trained users
- 279 total trained users as of September 6, 2016
- Roll-out continues at Northern, Mission and Tenderloin over the next four weeks. Stations currently in progress
- All ten districts will be equipped by November 18th





# Additional Training

- **Fair and Impartial Policing**
  - DOJ Train-the-Trainer course – July 2016
  - Executive Session (Command Staff) – August 2016
  - Sergeants and Officers – January 2017 – 2018
- **Blue Courage**
  - Inclusive Leadership Course – September 13<sup>th</sup>-15<sup>th</sup>, 2016
- **Bias Base Policing - CPT**
  - 2 hours P.O.S.T Certified
- **CIT Training**
  - Implicit bias portion taught by Dr. Christopher Waver, Palo Alto University
- **Risk Management Through Internal Auditing**
  - Training class – July 2016



The poster features a dark blue background with a blurred image of a group of people. In the top right corner is the San Francisco Police Department (SFPD) seal, which includes the text 'SAN FRANCISCO POLICE DEPARTMENT', 'SFPD', and '1849'. The main title is 'Blue Courage's Inclusive Leadership' with the subtitle 'The Core of a Champion'. The text describes the course as ground-breaking diversity education. At the bottom, it states 'INCLUSIVE LEADERSHIP' in large white letters, followed by a detailed description of the course's goals and contact information for Jimmy Tran.


**Blue Courage's  
Inclusive Leadership**  
The Core of a Champion

Inclusive Leadership is ground-breaking diversity education that prepares individuals and teams to excel in a global environment of constant change, shifting demographics, generational mindsets and collaborative teams. Through a combination of experiential learning and classroom presentations, Inclusive Leadership will create a greater understanding and support that will effectively transform your team.

**INCLUSIVE LEADERSHIP**

21st Century diversity is about mission readiness, building trust, strengthening relationships, developing talent and creating high-performance team members and leaders. This 3-day class creates awareness and understanding of the impact of diversity and inclusion in a 21st century world. This class is charged with facts and values of diversity that will challenge viewpoints and help to develop strategies that will lead to greater organizational effectiveness. Participants will learn the expanding meaning and effects of diversity and inclusion, while gathering information that will help them to connect their personal belief systems and goals to the objectives to the organization. They also learn the importance of respect, interdependence and how to begin practicing it.

To register, contact:  
Ofc. Jimmy Tran at 415-575-7134 or jimmy.tran@sfgov.org



# Use of Force Policy Update

- SFPD Tactical Unit is currently researching shields as a resource to create a barrier during de-escalation attempts.
- Exploring best practices, and similar policy at neighboring law enforcement agencies.



# Crisis Intervention Team

- C.I.T. program development and implementation now under the authority of the Field Operations Bureau
- Discussions continue with Mental Health Working Group
- Department General Order in final stages of development





# What's Working – High Profile C.I.T. Incidents

- Bay Bridge – September 9<sup>th</sup>
- Homeless male & female (no romantic relationship) were involved in an argument where male subject bear hugged female and slammed her to the ground. She yelled to be let go. Male bit female subject before he fled the scene. Male subject later spotted on the lower deck of the Bay Bridge where he avoided CHP.
- After several attempts by CHP to place him into custody (which included deploying a taser unsuccessfully), the subject climbed over the railing and onto the catwalk where he pulled out a knife and placed it against his throat, stating that he wanted to die.
- SFPD hostage negotiators responded and took over scene, where time, distance, and de-escalation techniques were deployed.
- Incident was resolved peacefully at 0530 hours where the male subject was booked at County Jail for aggravated assault, false imprisonment, and mental health detention.



# What's Working – High Profile C.I.T. Incidents

- Northern District – August 29<sup>th</sup>
- Male subject in-crisis in possession of 58 firearms
- Subject fired multiple times into the wall and floor of his home, endangering neighbors and residents.
- Responding officers safely detained subject, completed investigation, initiated 5150 detention, and referred case to SVU



# What's Working – High Profile C.I.T. Incidents

- **Ingleside District** – July 26<sup>th</sup>
- Subject in-crisis fired rifle into neighbor's yard
- In possession of over 50 firearms, including assault rifles
- C.I.T. officers secured scene, initiated time and distance, opened communication, emphasized de-escalation, and negotiated a peaceful surrender.
- Subject was despondent and in-crisis due to recent loss of mother and brother.





# Youth and Community Engagement

- YCEU

- Summer projects wrapping up, including Garden Project, Camp Maither, Future Grads, Project Pull, SF Youth Works, Mo' Magic, Youth Career Academy (Y.C.A.), Community Safety Initiative (CSI).

- Approximately 300 total youth involved in paid summer programs / jobs annually. Youth learn leadership skills, job skills, and the importance of time management

- Cultural Festivities [Nihomachi (Japanese); Pistahon Festival (Filipino); Autumn Moon Festival (Chinese); Alianza de Futbol (Soccer); Cherry Blossom (Japanese); Art & Soul in Oakland; Jazz Festival; Oakland Pride; and SF Pride, just to name a few)

- Coffee With A Cop



# Recruitment Efforts

- Recruitment
  - Going to local colleges now that school is back in session
  - Focus on recruiting a diverse pool of candidates at job fairs
  - From July 1, 2016 through August 31, 2016, 419 candidates signed our interest cards.
  - Giants games
  - Community events, religious centers
  - Boot camps, mock interviews, and testing process preparation



# OCC Report Recommendations

- OCC released a report in September 2015, outlining 19 primary recommendations in response to The President's Task Force on 21<sup>st</sup> Century Policing.
- These OCC recommendations are being integrated into the DOJ-CRI Matrix.
- Additional policies are currently under review.

**San Francisco Office of Citizen Complaints  
Recommendations to Enhance Police-Community Relations in  
Response to the President's Task Force on 21<sup>st</sup> Century Policing**

**Introduction**

Responding to nation-wide events about police-community relations, on December 18, 2014, President Barack Obama signed an Executive Order establishing the Task Force on 21<sup>st</sup> Century Policing. The President's Task Force's mission was to "examine how to foster strong, collaborative relationships between local law enforcement and the communities they protect and to make recommendations to the President on how police practices can promote effective crime reduction while building public trust."<sup>1</sup> During January and February 2015, the President's Task Force held seven sessions in Washington D.C., Phoenix, Arizona and Cincinnati, Ohio and received testimony and recommendations from over 100 law enforcement officers and executives, community members, civic leaders, advocates, researchers and academics. Releasing an interim and then final report in May 2015, the President's Task Force on 21<sup>st</sup> Century Policing sets forth 59 recommendations and 92 action items in the following six areas to strengthen trust between law enforcement and the communities they serve:

- Building Trust and Legitimacy
- Policy and Oversight
- Technology and Media
- Community Policing and Crime Reduction
- Officer Training and Education
- Officer Safety and Wellness

After reviewing the President's Task Force's Interim and Final Reports, in September 2015, the Office of Citizen Complaints made recommendations to the San Francisco Police Department (SFPD) to strengthen police-community relations. The OCC's recommendations cover a number of topics such as detention and consent procedures, training, use of force data, and searches of transgender individuals, to name a few. The OCC's recommendations are outlined below and include the President's Task Force recommendations for reference. The OCC and SFPD are currently discussing these recommendations.



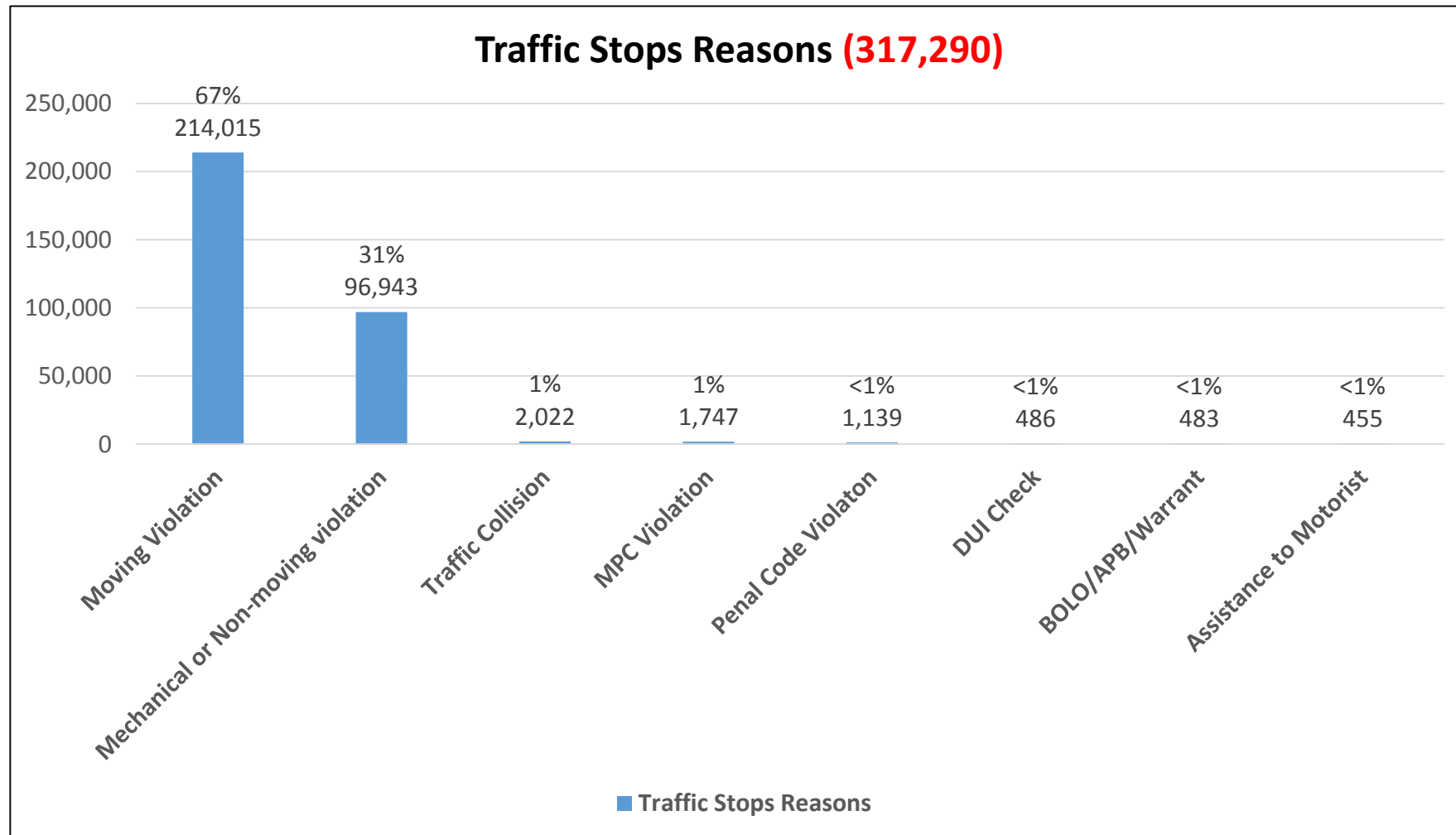


# Updates on Traffic Data Reporting



# Reasons for traffic stops

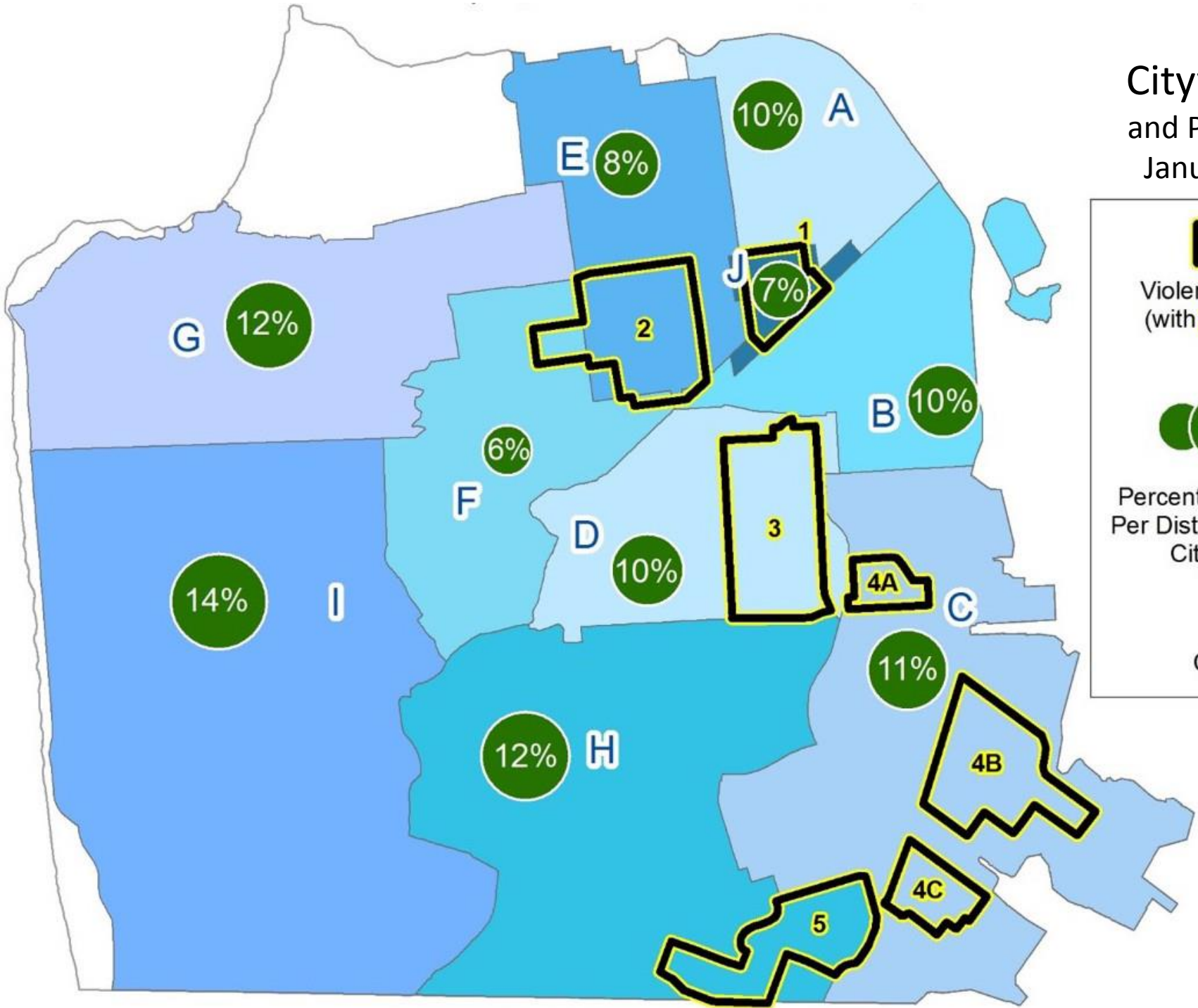
2013 through 2015 (total stops = 317,290)





# Citywide Violent Crime Zones and Percent of Traffic Stops Per District

January 1, 2013 – December 1, 2015

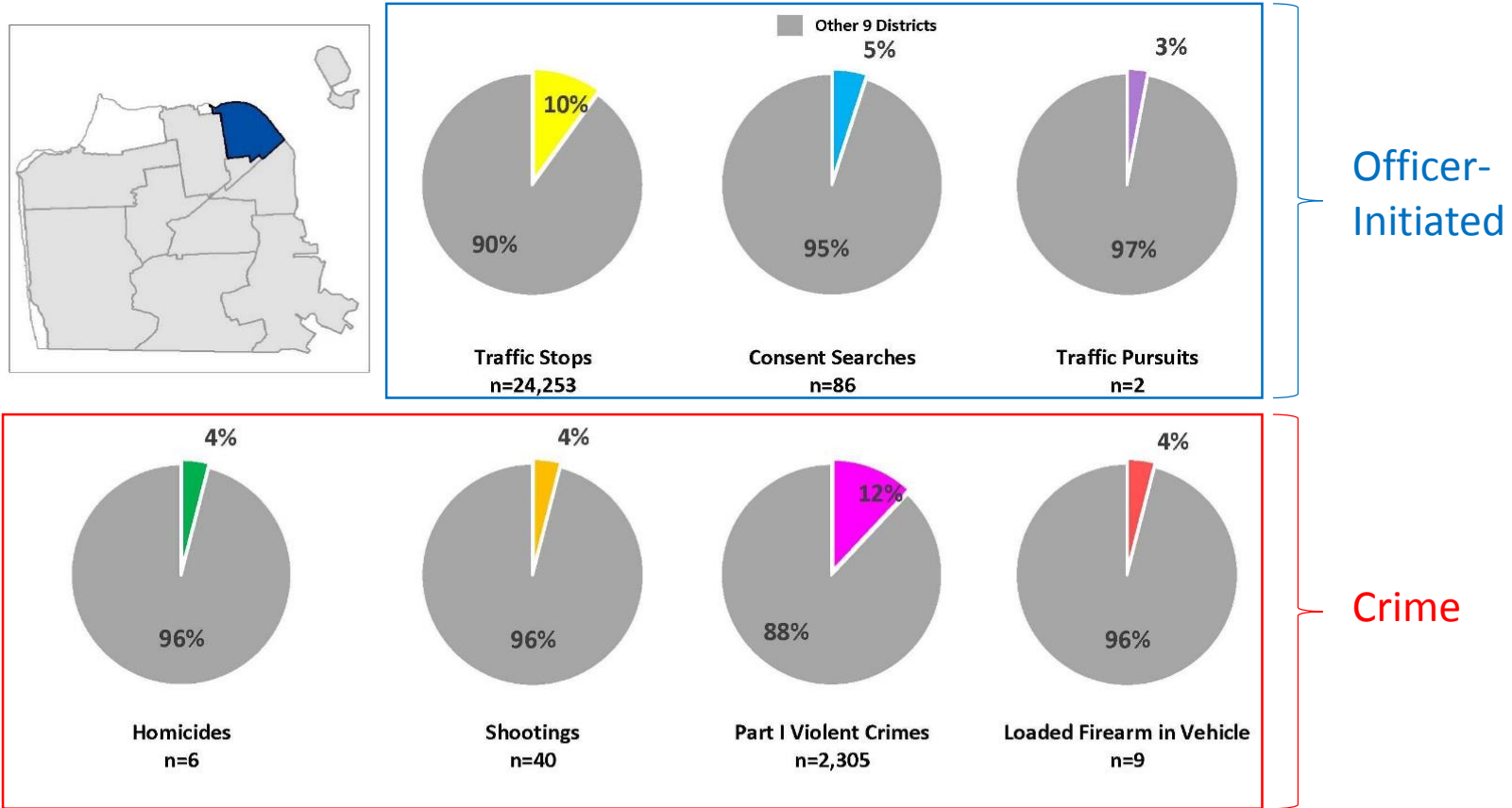


**Violent Crime Zone (with Zone Name)**

**Percent of Traffic Stops Per District Compared to Citywide Total**

**A**  
Company

## Central District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes

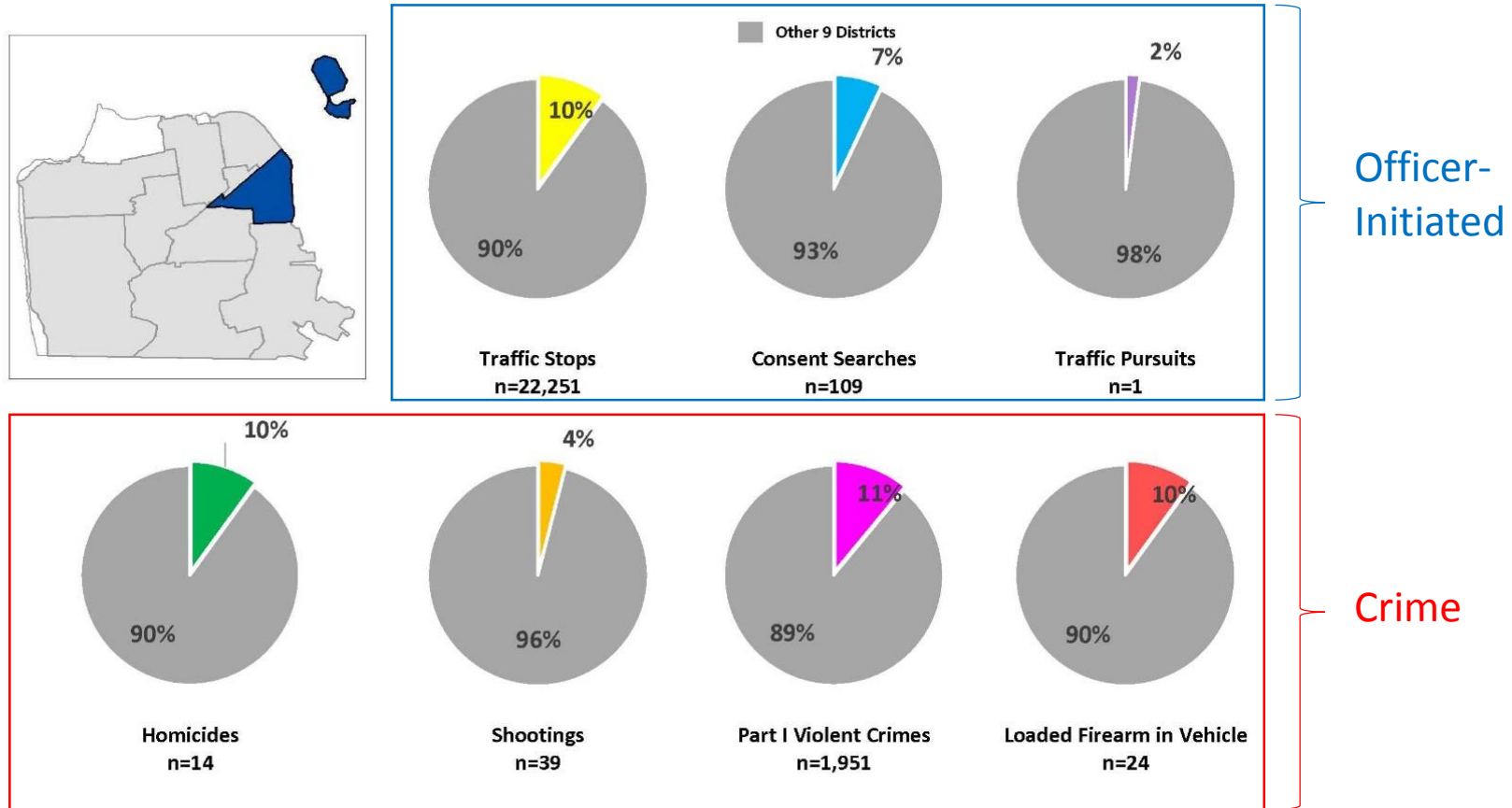


**January 1, 2013 – December 1, 2015**

Note: 1. Due to rounding, percentages may not always sum up to 100%.

2. All of the data corresponds to July 2015 Police District Boundaries. Rapes and shootings reported at San Francisco General Hospital were not included in the analysis.  
Data Sources: Homicide - Homicide Detail; Rape - Special Victims Unit; Robbery & Aggravated Assault - CABLE; Shootings - Shooting Log; E585 - IT Division

## Southern District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



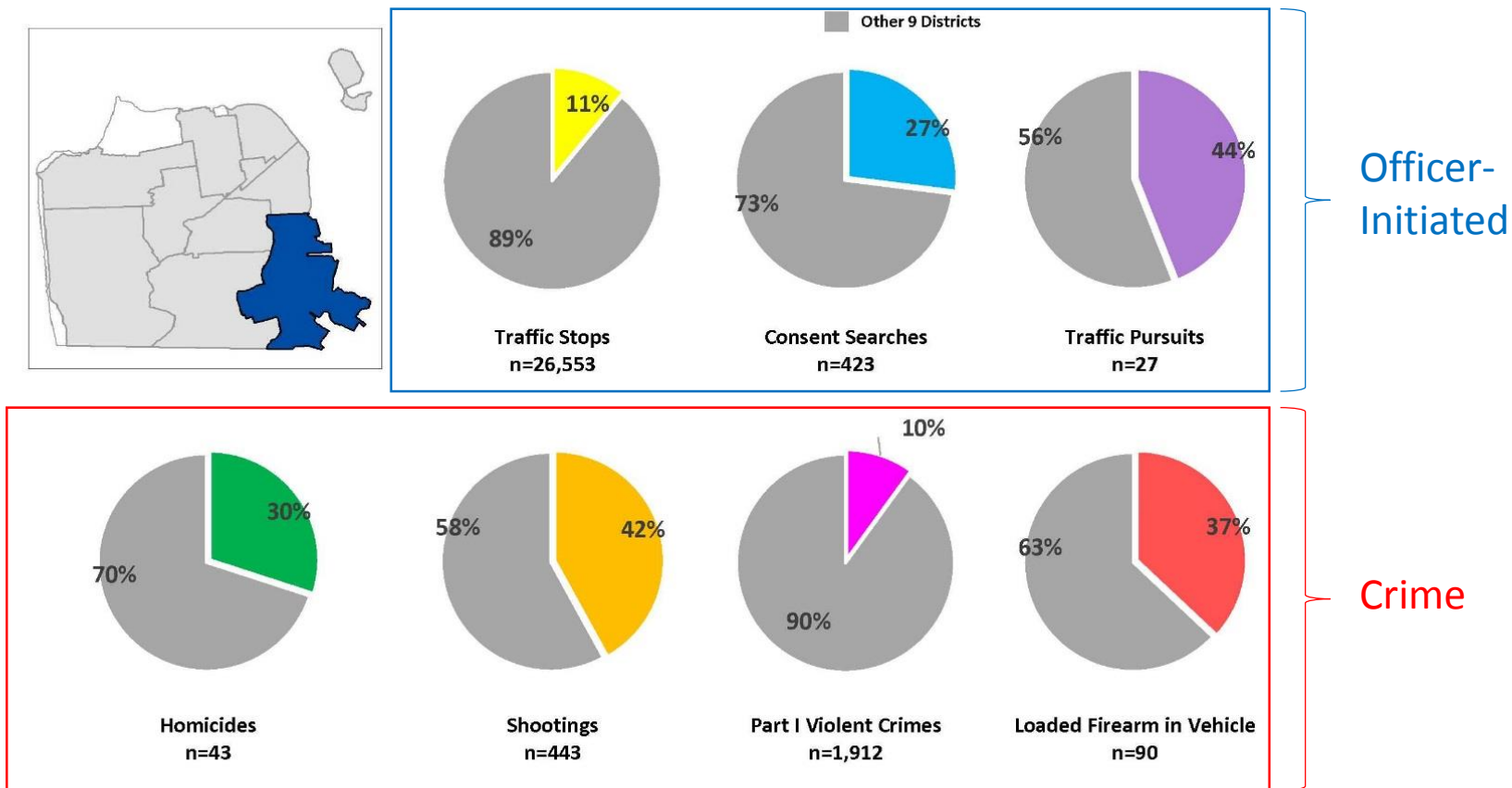
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## Bayview District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



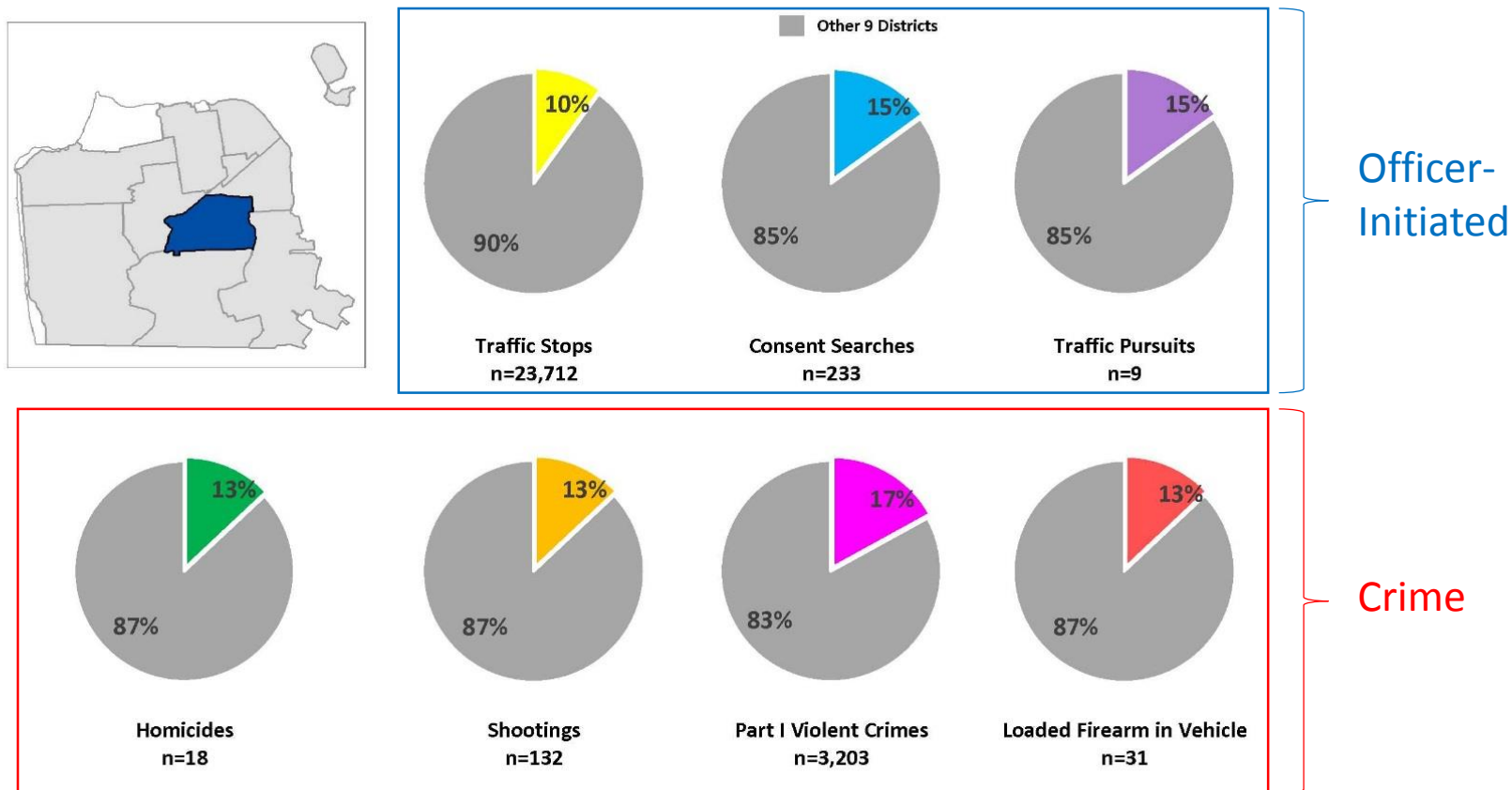
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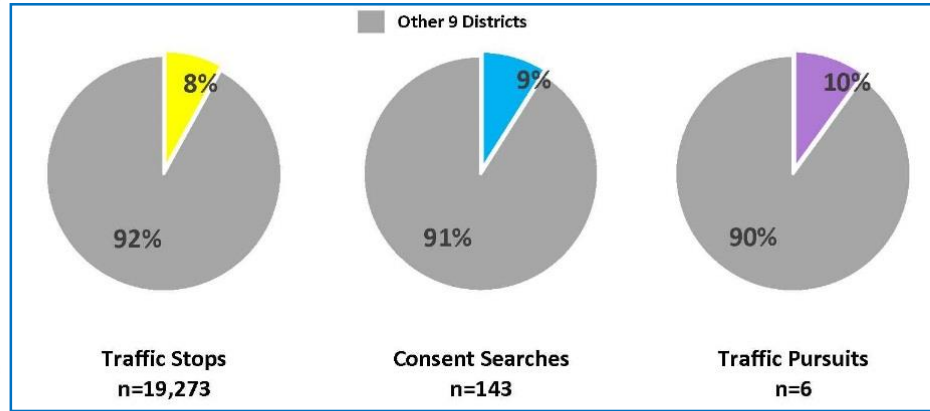
## Mission District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



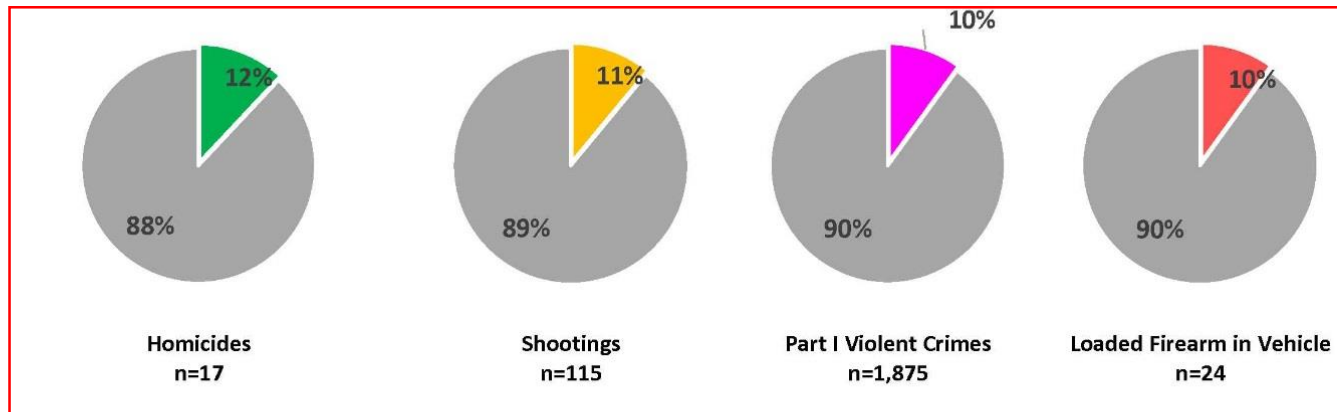
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## Northern District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



Officer-Initiated



Crime

**January 1, 2013 – December 1, 2015**

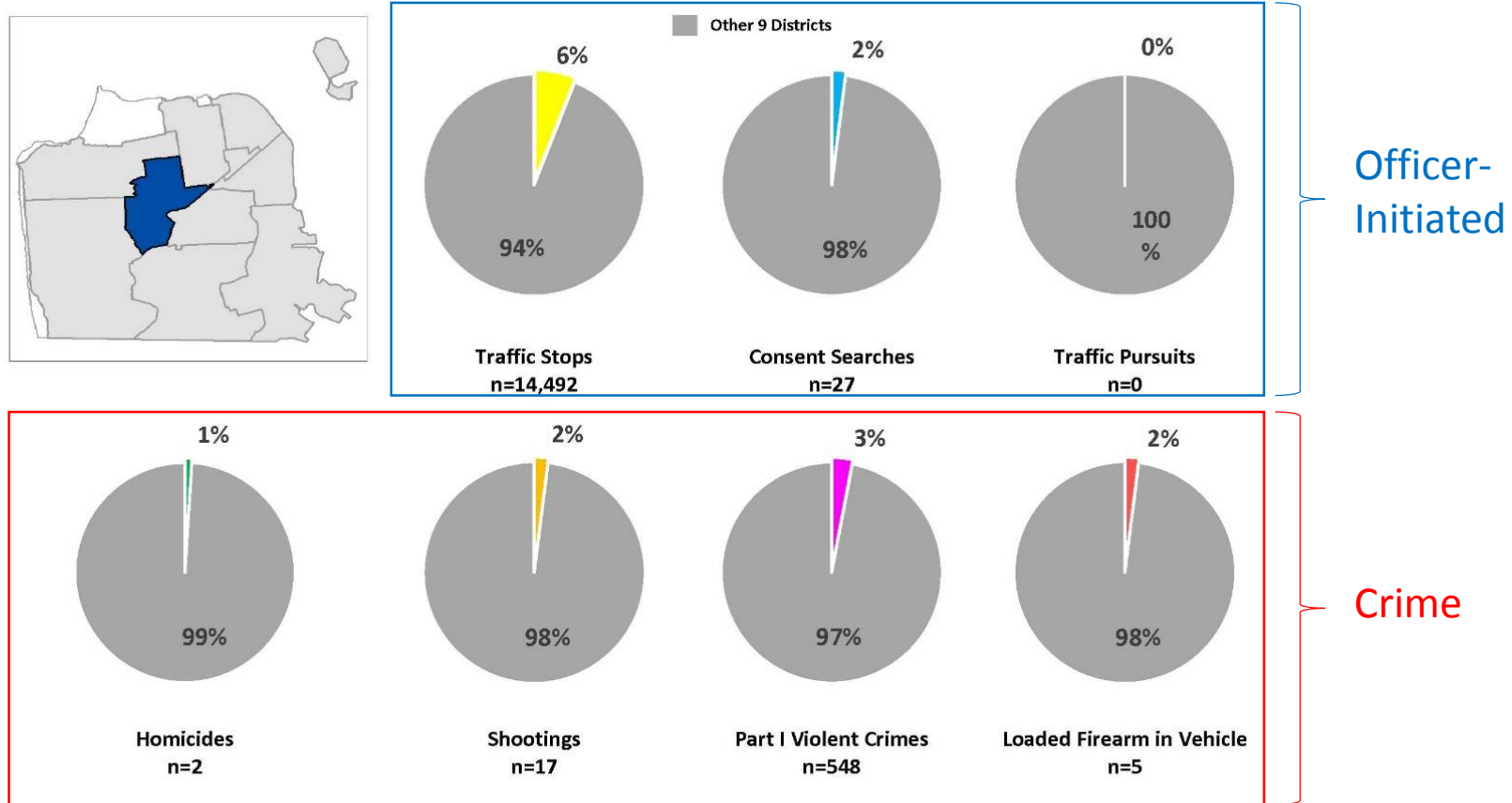
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## Park District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes

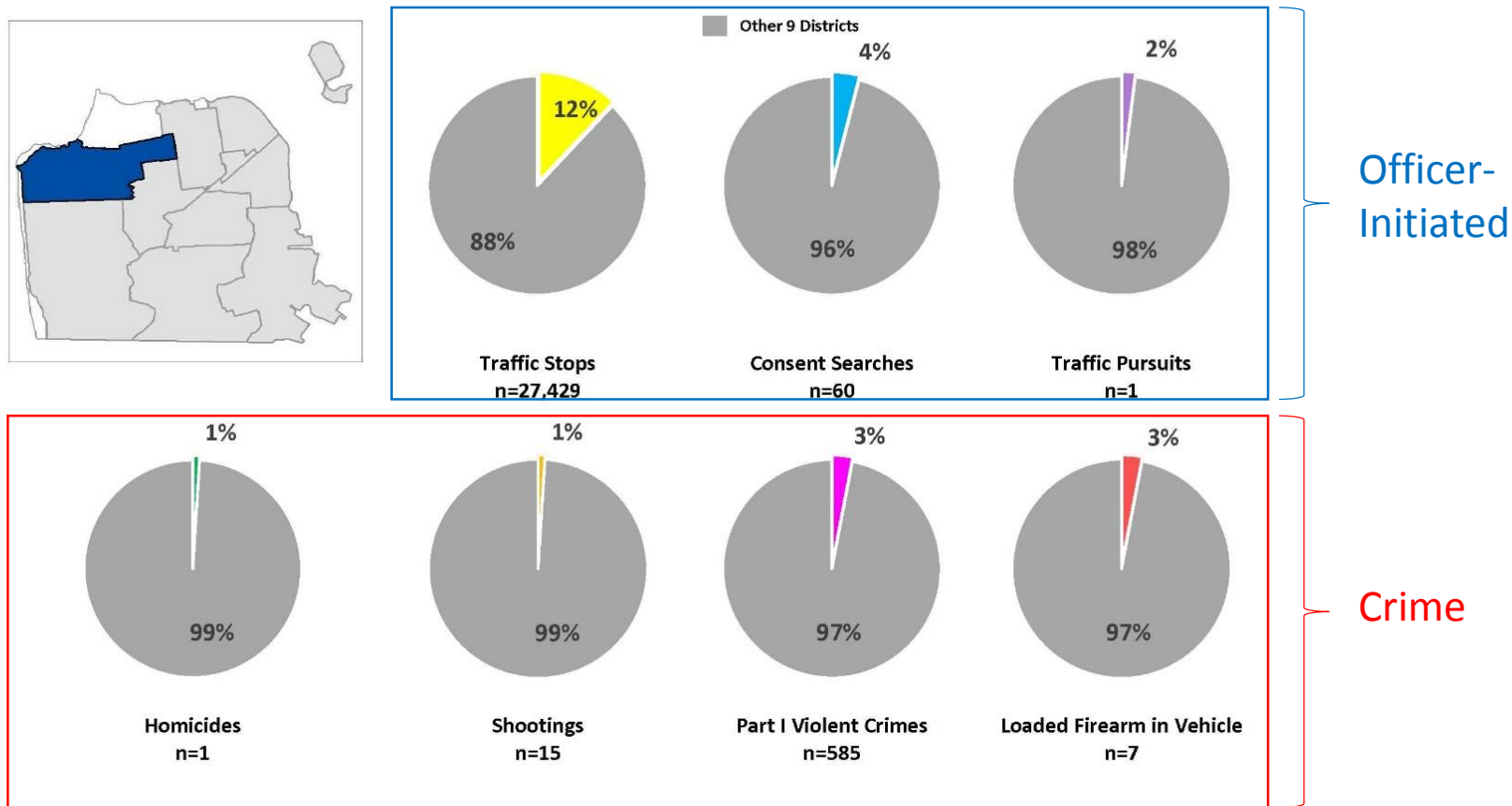


**January 1, 2013 – December 1, 2015**

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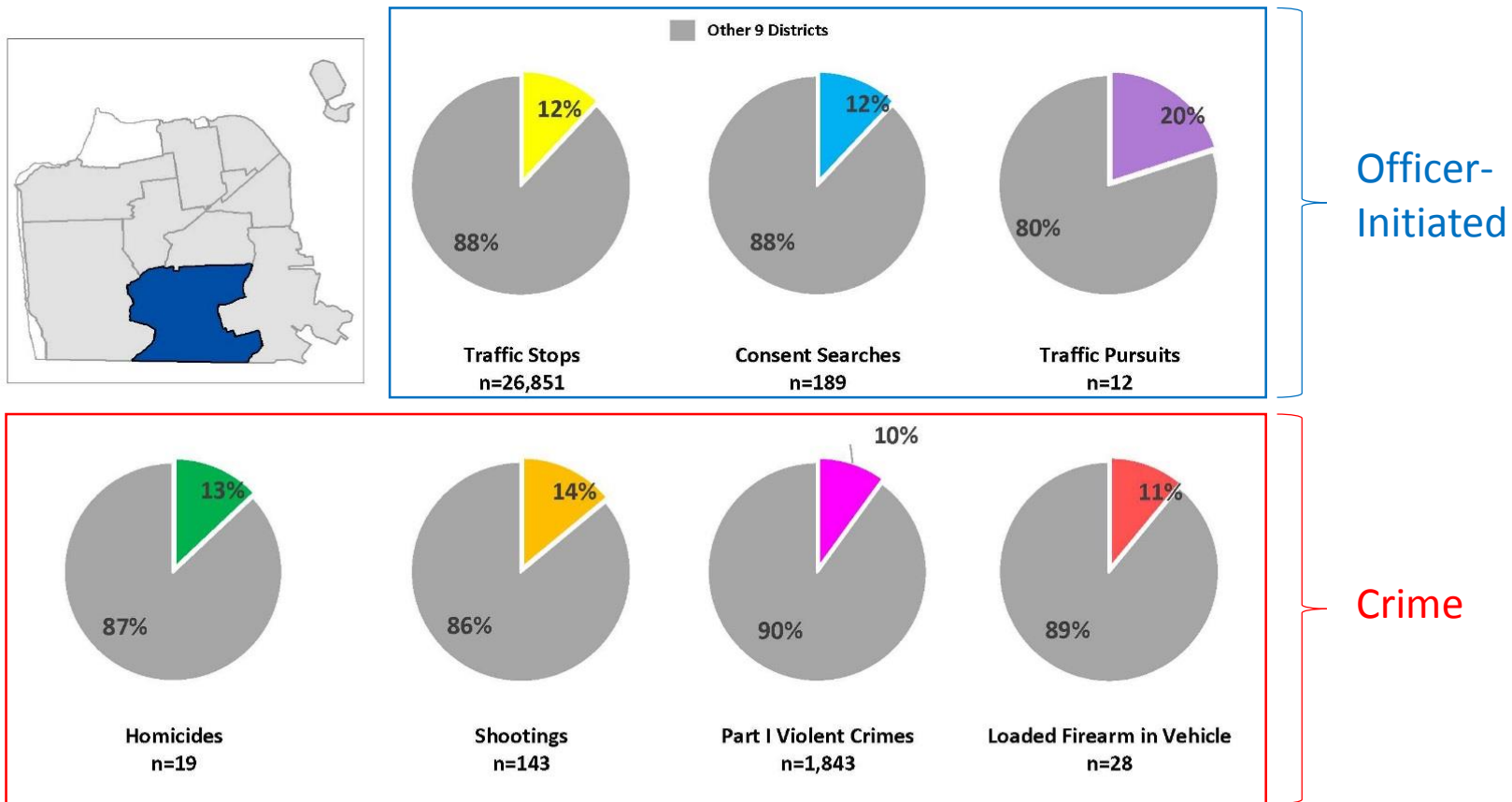
## Richmond District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



**January 1, 2013 – December 1, 2015**

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## Ingleside District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



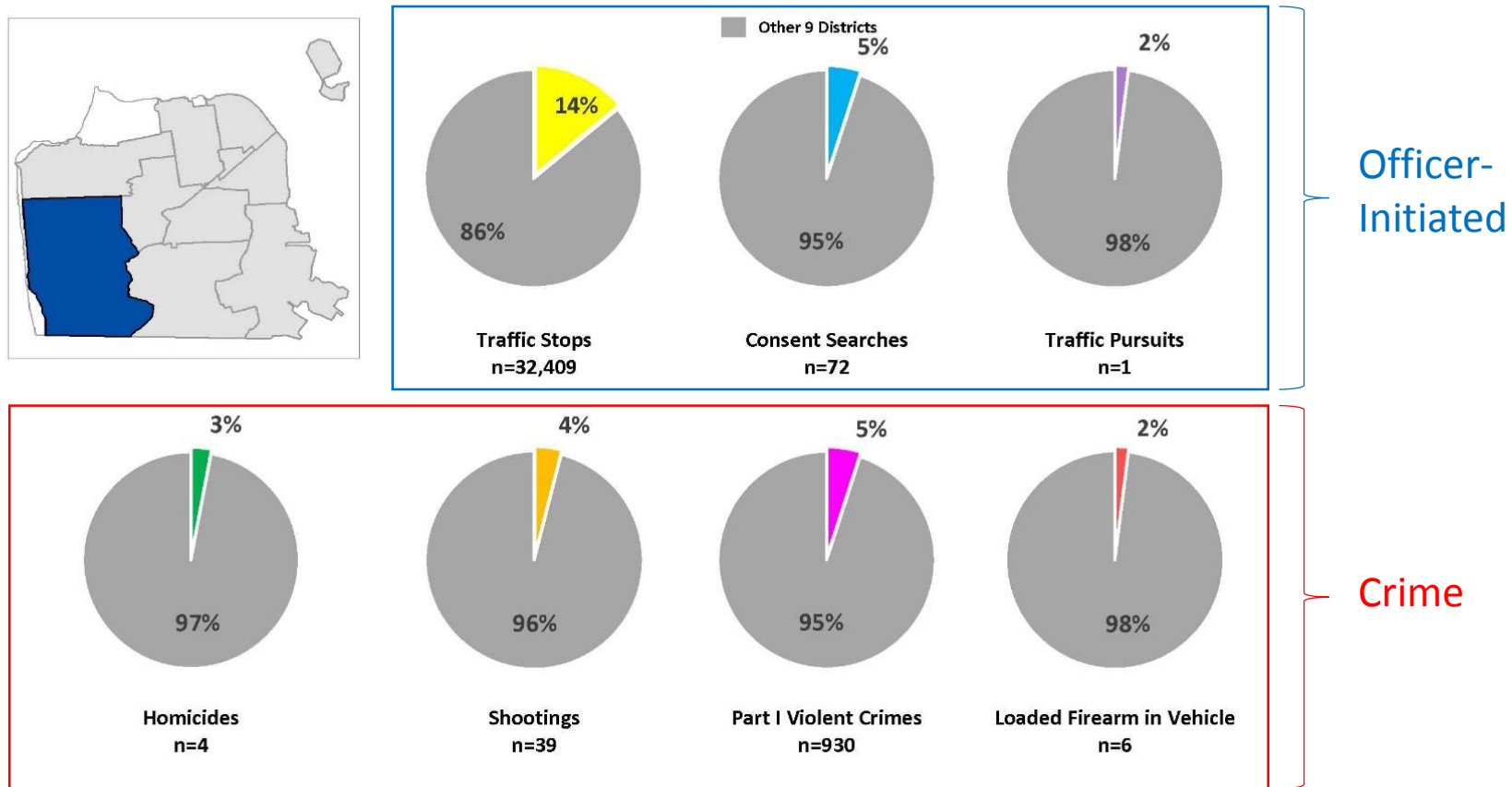
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## Taraval District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



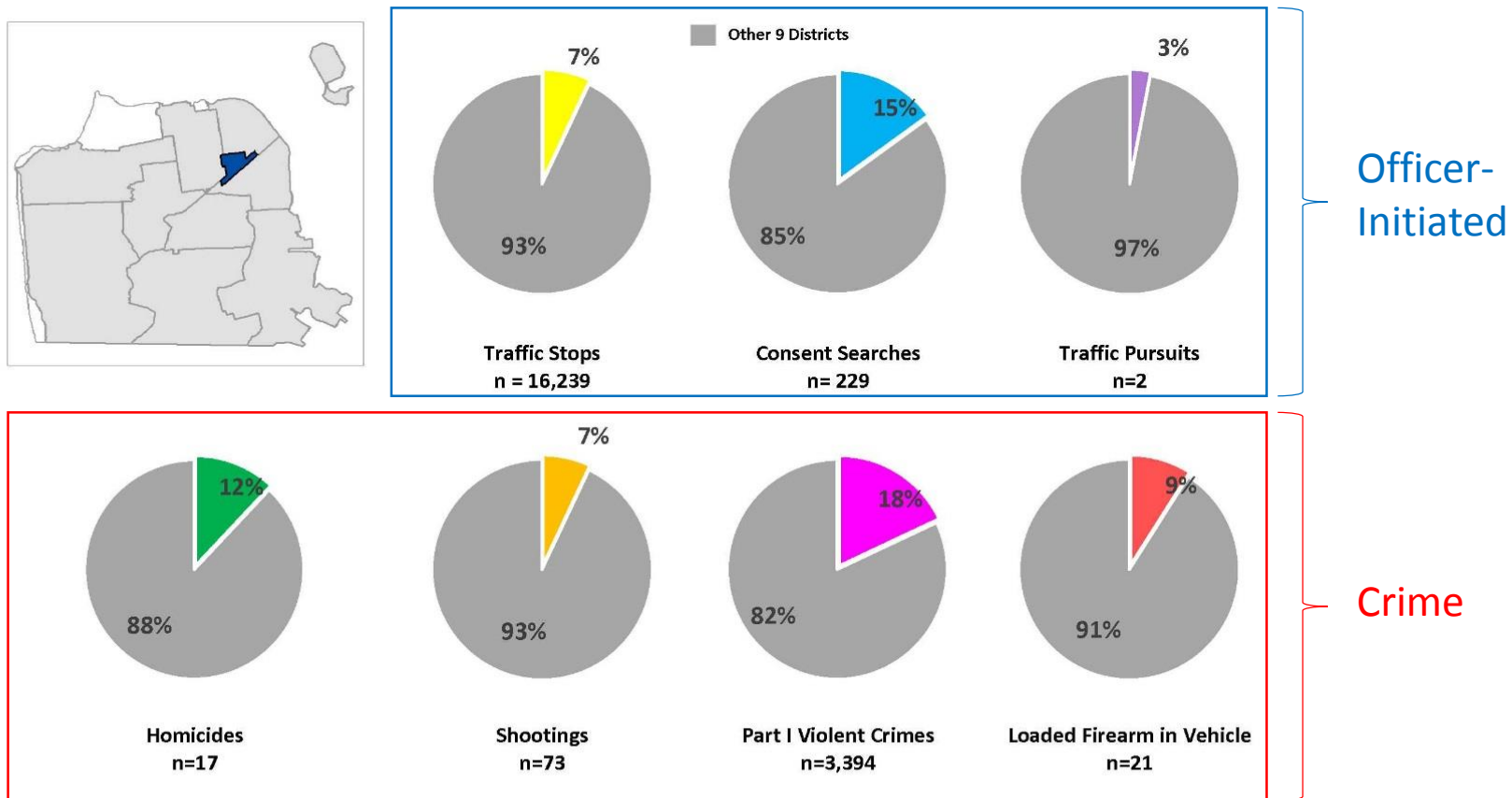
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## Tenderloin District Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes



Note: 1. Due to rounding, percentages may not always sum up to 100%.

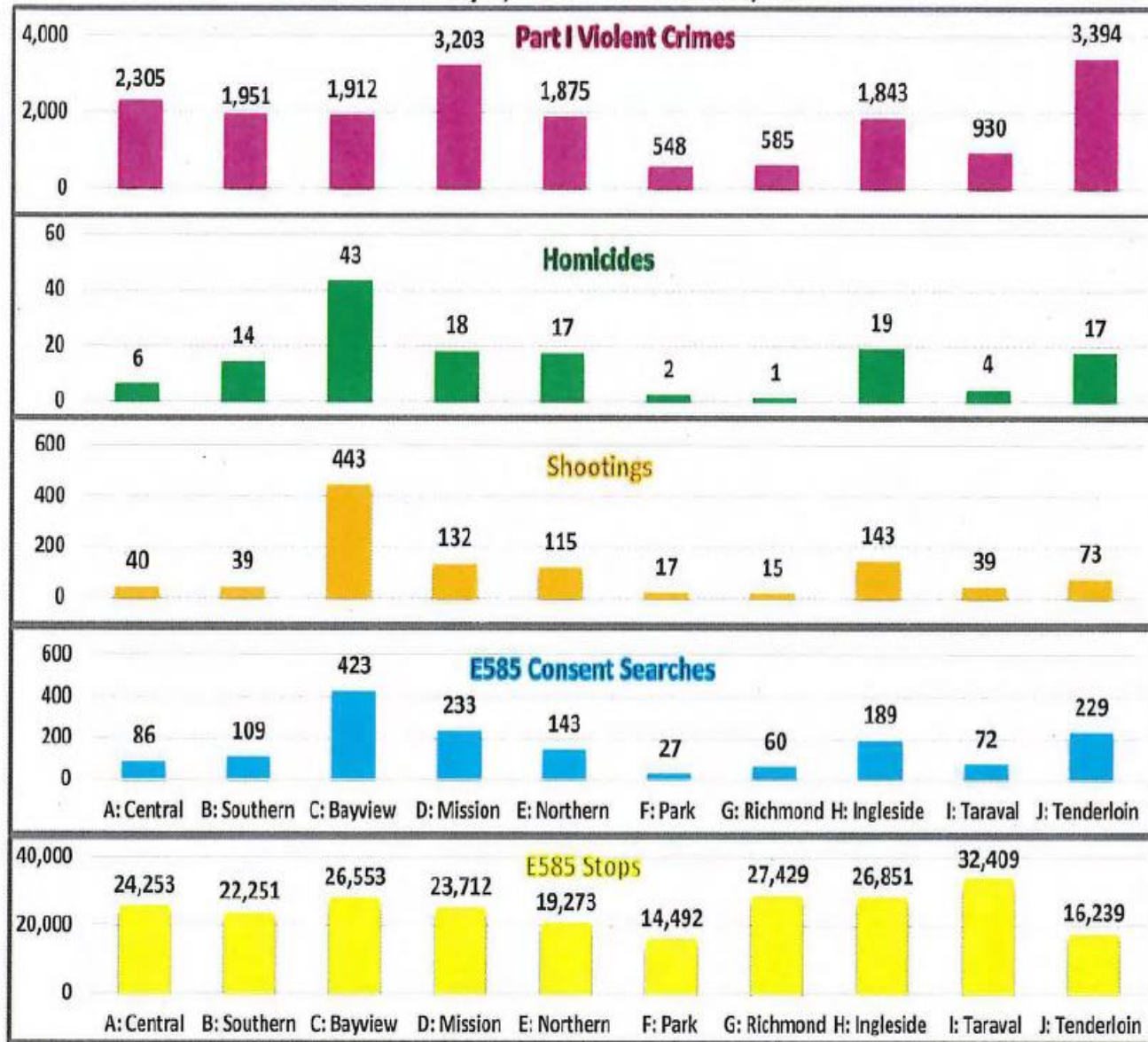
2. All of the data corresponds to July 2015 Police District Boundaries. Rapes and shootings reported at San Francisco General Hospital were not included in the analysis.

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# Comparison of Consent Searches & Traffic Stops vs. Part I Violent Crimes, Homicides, & Shootings

January 1, 2013 – December 1, 2015



Note: All of the data corresponds to July 2015 Police District Boundaries. Rapes and shootings reported at San Francisco General Hospital were not included in the analysis.  
 Data Sources: Homicide - Homicide Detail; Rape - Special Victims Unit; Robbery & Aggravated Assault - CABLE; Shootings - Shooting Log; E585 - IT Division

# Total Traffic Stops 2013 through 2015

**Total traffic stops from 2013 through 2015 = 317,290**

Total traffic stops in 2013 = 85,861\*

Total traffic stops in 2014 = 119,678

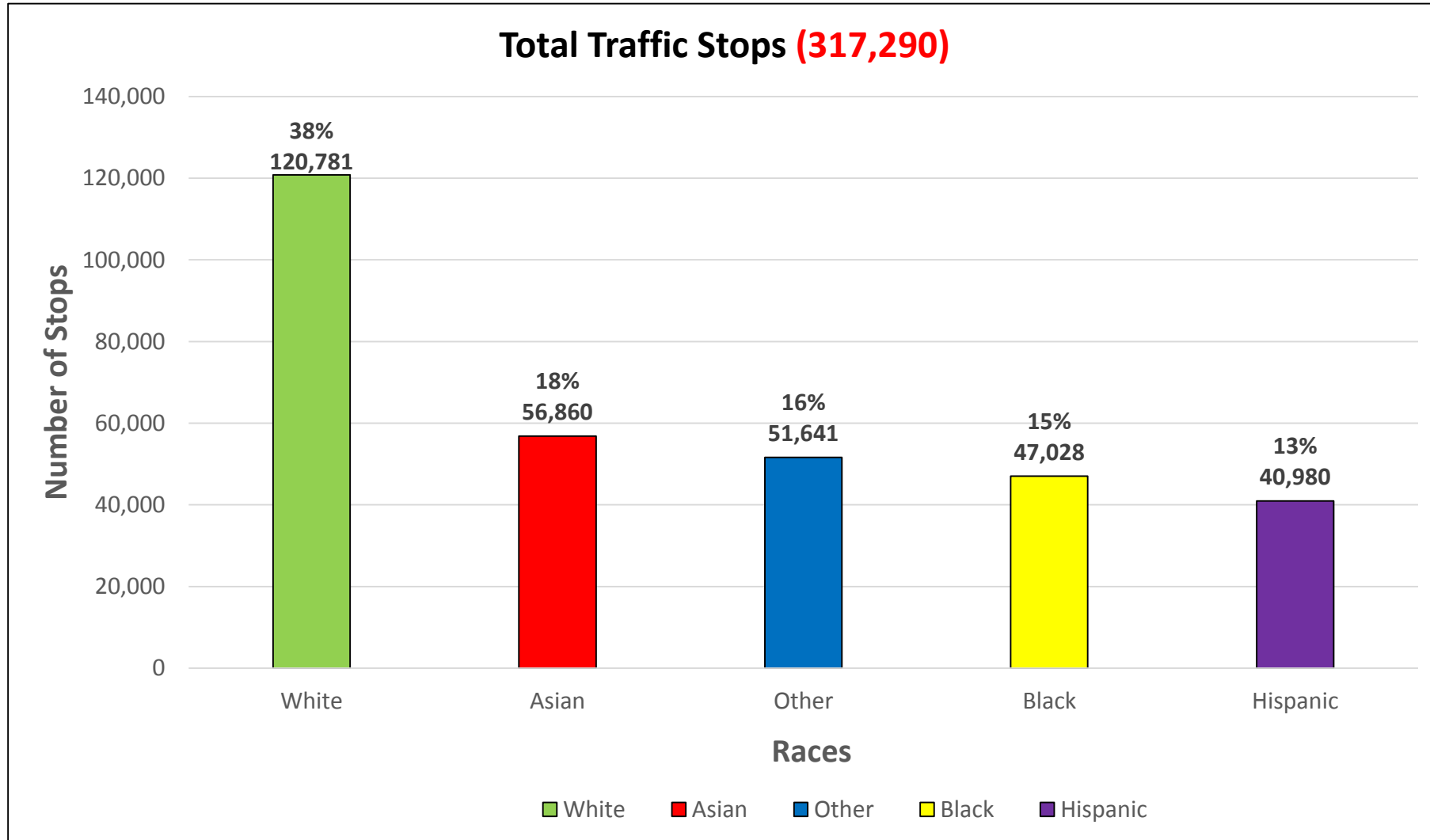
Total traffic stops in 2015 = 111,751

\*Data from July 2013 – December 2013. Cross Roads data excluded.

# Total Traffic Stops, by Race

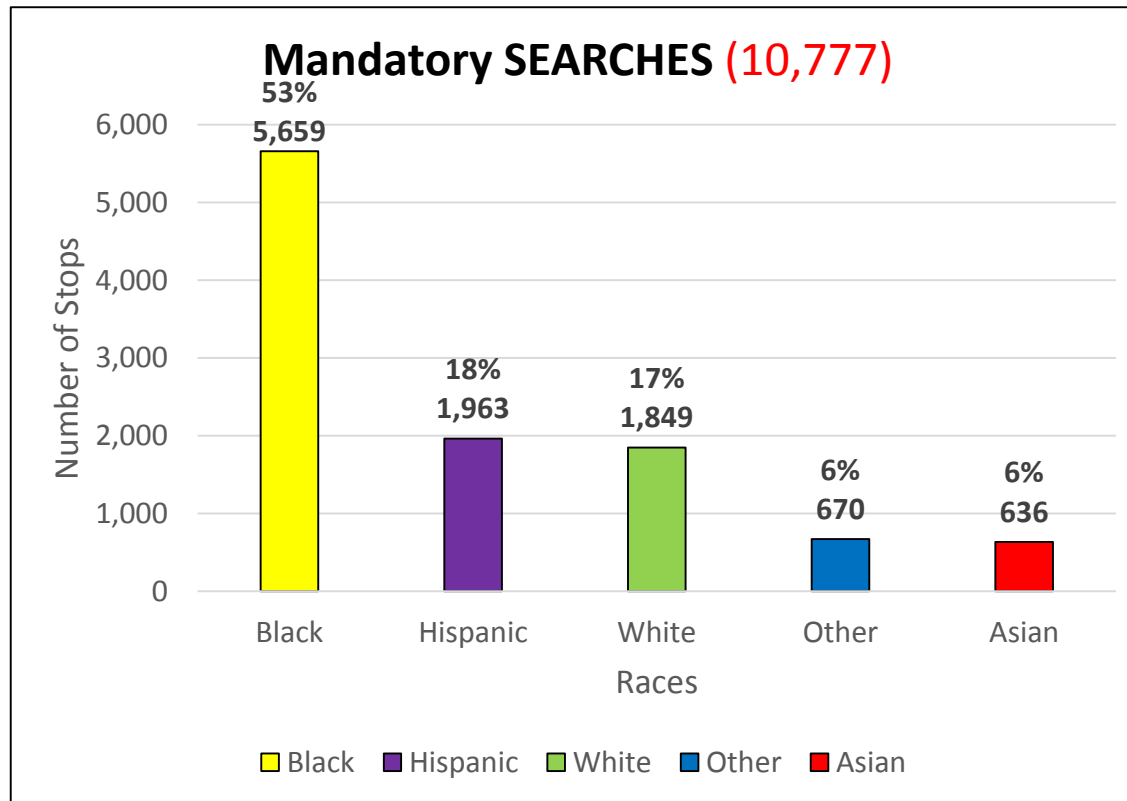
## 2013 through 2015

Total Traffic Stops = **317,290**



# Mandatory search, by race

- **3% (10,777)** are mandatory searches under policy or law  
*(Arrest, non-consent, vehicle inventory, parole or probation)*

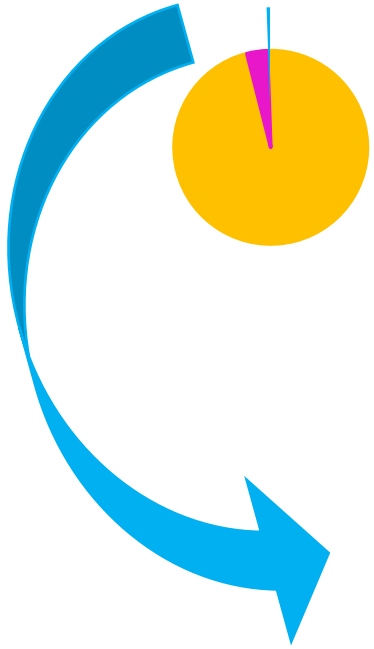


## 2013 through 2015

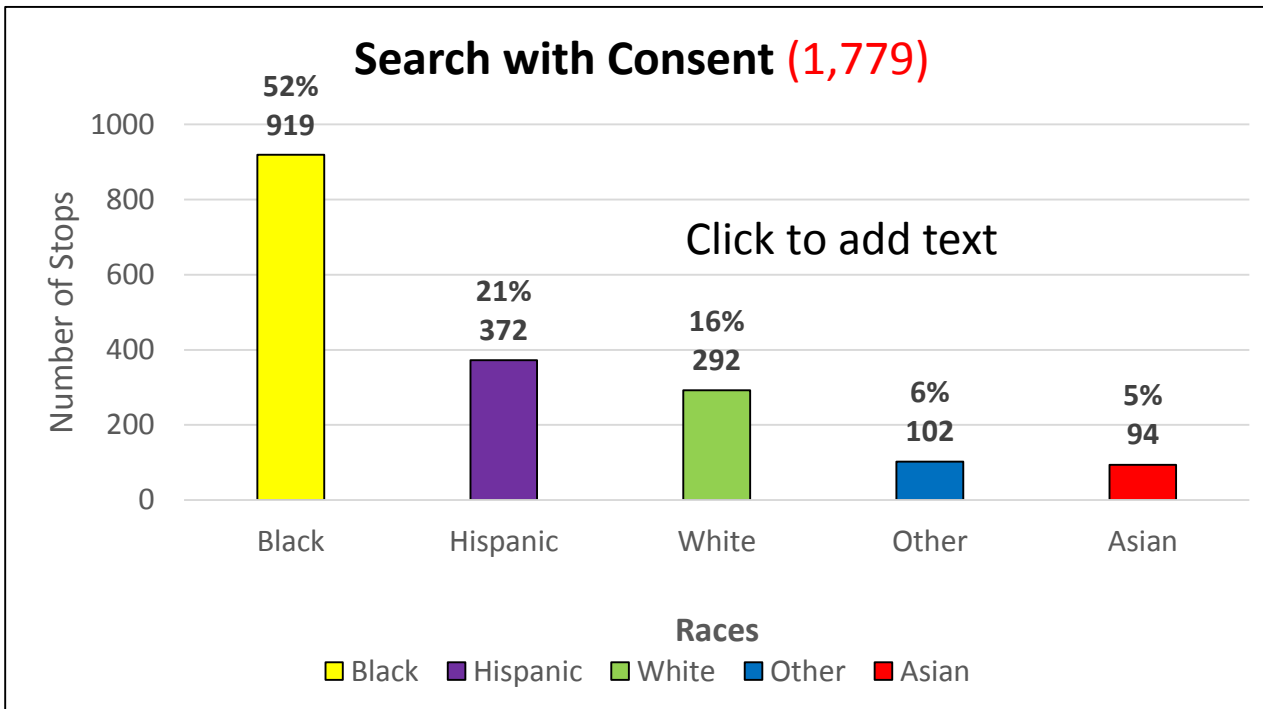
- Total searches (arrest, non-consent, vehicle inventory, parole or probation) **10,777**
- Total consent searches **1,779**
- Total NO SEARCH **304,734**
- **Total Traffic Stops** **317,290**

# Search with consent, by race

2013 through 2015 (1,779 out of 317,290 stops)



Fewer than 1% (1,779) are consent searches

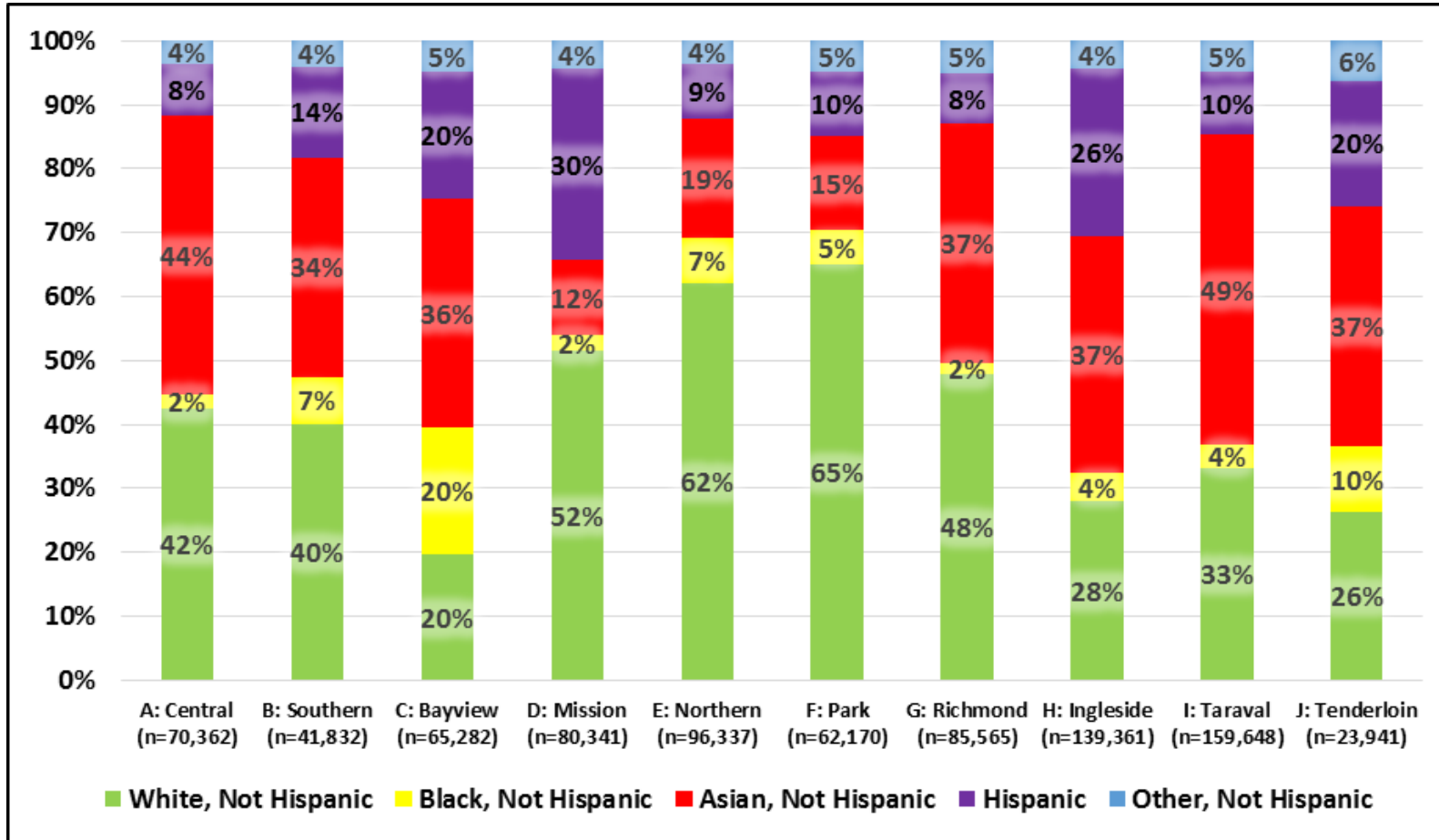


- A “search with consent” is when officer asks the driver for permission to search the vehicle.
- Citizen can stop the search at any time or allow partial search.
- There is no field in the data entry worksheet to collect when an individual declines to be searched.

**Summary:** 1,779 consent searches over 35 months means an average of ~50.8 consent searches per month, or ~ 1.69 consent searches per day.



# San Francisco Racial Demographics by Police District



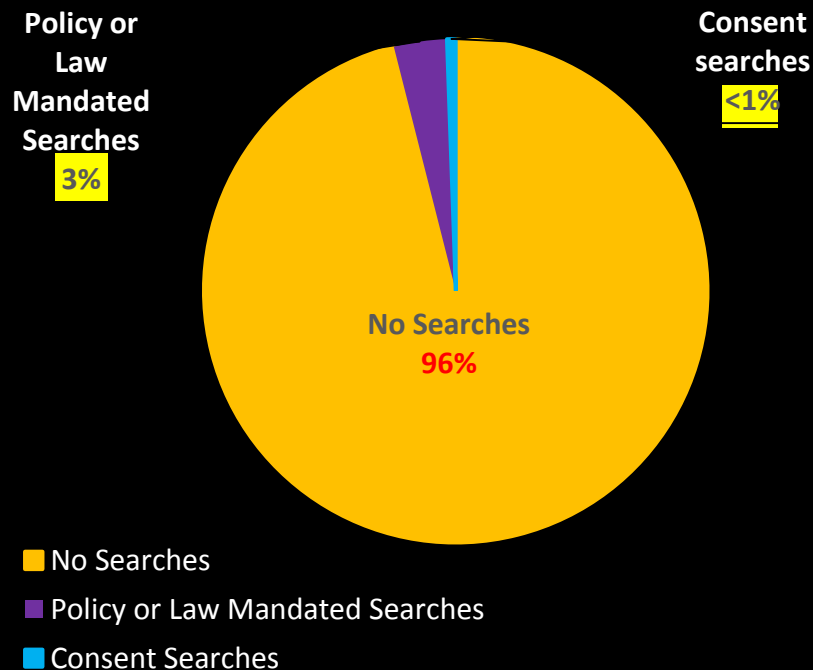
Note: 1. Due to rounding, percentages may not always sum up to 100%.

Data Source: Controller's Office; Five-Year Estimates from the 2014 American Community Survey, U.S. Census Bureau.

# Traffic stops that resulted in searches 2013 through 2015

- 96% (304,734) traffic stops resulted in NO SEARCH
- 4% (12,556) traffic stops resulted in SEARCH
  - 3% (10,777) were mandatory searches under policy or law
  - < 1% (1,779) were consent searches

**Total Traffic Stops (317,290)**



## 2013 through 2015

- Total searches (arrest, non-consent, vehicle inventory, parole or probation) 10,777
- Total consent searches 1,779
- Total NO SEARCH 304,734
- **Total traffic stops = 317,290**

# Thank you

This presentation was created as a joint collaboration between  
The Professional Standards and Principled Policing Bureau  
and  
The Crime Analysis Unit.

