

Collaborative Reform Initiative Update

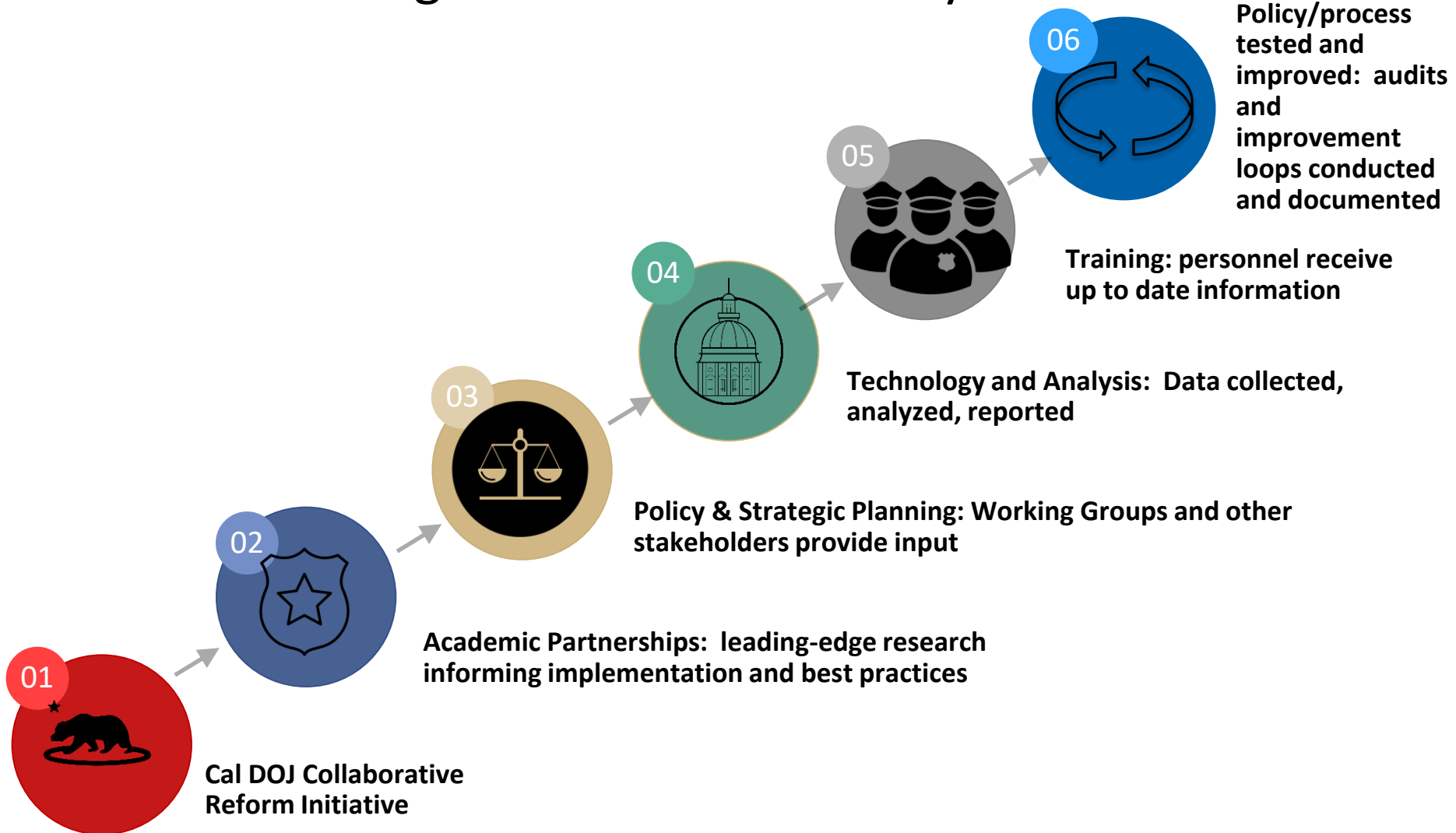


CITY & COUNTY OF SAN FRANCISCO

Police Department

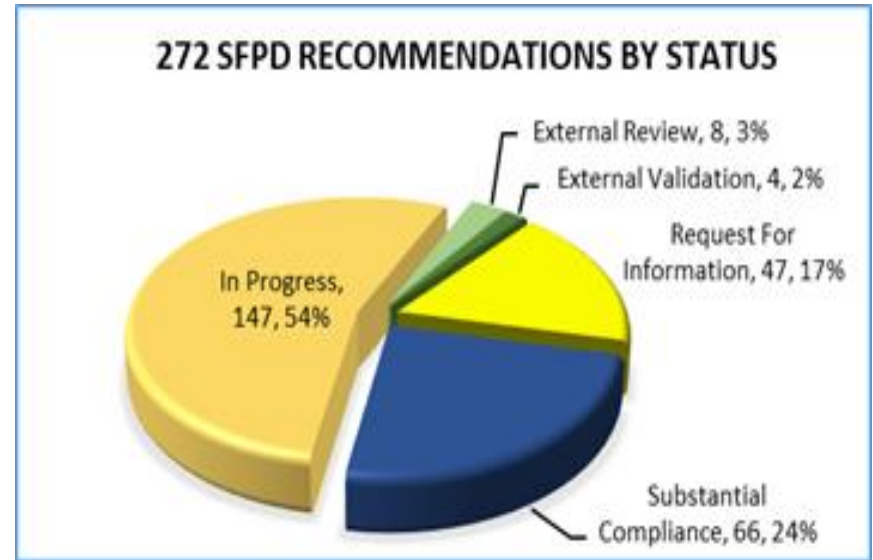
August 19, 2020

Substantive Progress and Sustainability



Collaborative Reform Initiative: Overview

Progress Summary: Monthly				
Moved to Substantial Compliance				
June			July	
5			5	
Prescreening				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
6	6	4	6	3



Terms

Definitions

In Progress

SFPD is actively working on the recommendation

Request for Information

Submitted recommendation and returned to SFPD for more information.

External Review

Recommendation submitted to Hillard Heintze for review.

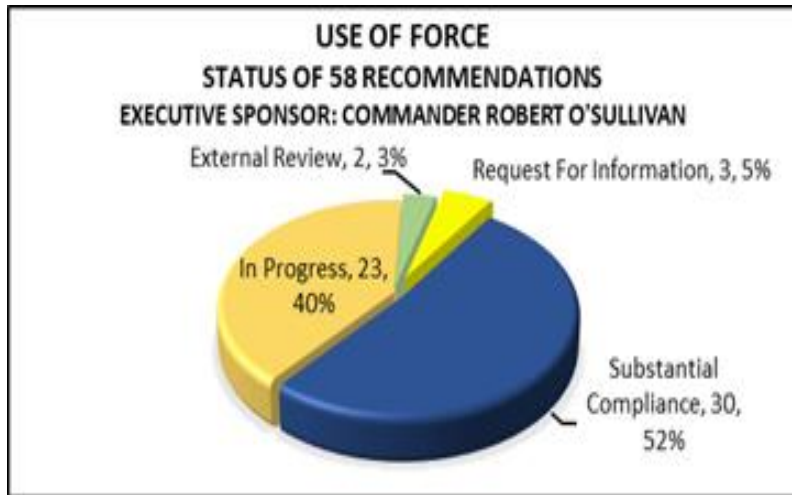
External Validation

Recommendation submitted to CAL DOJ for review.

Substantial Compliance

Recommendations determined to meet compliance measures.

Use of Force



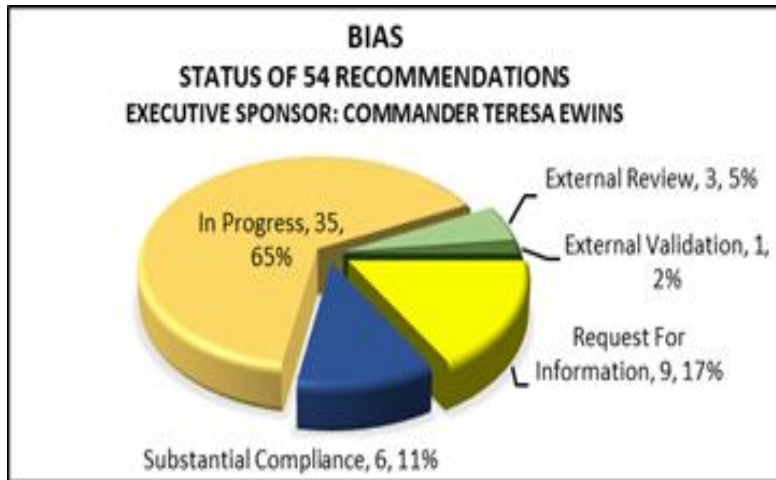
Monthly Highlights:

Successful completion of **two recommendations** seeking to standardize a protocol and reporting template for all Officer involved shootings.

Accomplishments

- SFPD conducted a **comprehensive analysis** of local and national procedures for administrative investigations of officer involved shooting incidents (i.e. standard officer involved shooting (OIS)).
- A **unit order** was written, solidifying SFPD’s administrative investigation of an OIS, the District Attorney criminal investigation. A **protocol check-list** was also completed to define each step by the administrative officer involved shooting investigation.
- The department further **adopted a “conflict of interest” provisions** within the OIS protocol.

Bias



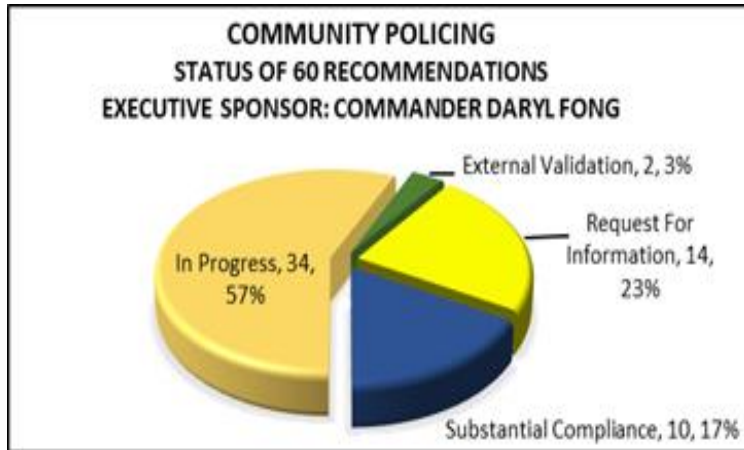
Monthly Highlights:

CAL DOJ acknowledged SFPD's leadership in adopting a "Bias By Proxy" in DGO 5.17. These completion supported the CRI reform by completing **four recommendations** and achieving **substantial compliance**.

Accomplishments

- Established a Bias Working group to provide input and updates to Department policy and training.
- Collaborated with the Bias Working Group and Police Commission to generate updated Department General Orders 5.17 Bias Free Policing, 11.07 Discrimination, Harassment, and Retaliation, and 5.03 Investigative Detentions.
- Created the first ever police department policy for gender inclusivity in DGO 5.22; Interacting with Transgender, Gender-Variant, and Non-binary Individuals.
- Working with Bias Working Group to create a Bias Strategic Plan, which will inform the Department's Equity Action Plan as well.

Community Policing



Monthly Highlights:

The Technology Division completed a comprehensive review of its operations and systems to determine what needs it has, identified timelines and projects to meet those gaps, and developed a five year roadmap seeking to start and/or complete these projects. Community Policing recommendations **completed six recommendations**, and are now in **substantial compliance**.

Accomplishments

- The Community Policing Strategic plan was developed through a close partnership between SFPD members, community organizations, and community members.
- The Strategic Plan provides bureaus and district stations guidelines and flexibility for focusing on issues that are particularly relevant to their neighborhoods.
- This allows community members to take an active role in building a vibrant community that they feel ownership in. As the department moves forward into a new era of policing, this plan will shape how policy is made, officers are trained, and SFPD members interact with their communities.
- The plan shaped how new training for officers, technology advancements in the department, and community outreach such as uniformed newsletters and surveys for the public to have access to.

Accountability



Monthly Highlights:

Academic partnerships have provided an outside perspective, showing that foot beats resulted in a 19% drop in assaults and a nearly 17% drop in larceny, across the entire city. In addition, research projects have suggested improvements that resulted in the increased retention rate of recruit officers in the academy and the field training program. These partnerships have demonstrated compliance with one accountability recommendation and given great insight to SFPD.

Accomplishments

- The SFPD has engaged in several academic partnerships with some of the country’s most prominent educational institutions, including UCLA, UC Berkeley, Stanford University, John Jay College, University of Cambridge and the University of Chicago.
- As an example of the success of the associated research projects conducted in collaboration with these institutions, was a significant drop in assaults across the city of San Francisco.
- The continued success is the SFPDs continued utilization of the partnerships, to engage in an expansive perspective as the SFPD continues with its reform process.

Recruitment, Hiring & Retention



Monthly Highlights:

With the passage of these two Unit Orders and the implementation of the processes contained in them, three recommendations will be completed and ready to be submitted for review by the California Department of Justice and Hillard Heintze.

Accomplishments

- Two SFPD Unit Orders have been issued, to implement systems to optimize recruitment of diverse candidates.
- Those orders ensure Community Collaboration Efforts and the incorporation of Police Employee Groups (PEG) into meetings to ensure a diverse group, reflecting the diversity of the police officers and the community are collaborating for suggestions, recommendations and assistance in recruitment and outreach. Included in this was the creation of the Recruitment Community Ambassador program to create external partnerships and relations with community leaders and stakeholders to aid in recruitment.
- The Unit Orders also aim to optimize the effective in the SFPDs online recruitment by analyzing and assessing information from social media platforms.

Addendum

Collaborative Reform Initiative: Timeline

2016

- Request to USDOJ for assessment
- Report released in October with 272 recommendations
- Implementation work begins

2017

- COPS Office ends communication, SFPD seeks to continue with reforms
- Mayor, Commission, SFPD commit to ongoing work
- Assessment of department by Chief Scott

2018

- Formal engagement with California DOJ begins and Hillard Heintze
- Budget infrastructure building of the department to progress with the start of the new process
- Any recommendations submitted prior had to be restarted, and resubmitted to the California DOJ.

2019

- First recommendation goes into substantial compliance
- Further development of the department's foundation, to progress with CRI
- 40 total recommendations completed in 2019

2020

- CRI adapted the existing structure for improved productivity rate with recommendations
- In 2020, as of mid-August, an additional 40 recommendations have been completed (including those in external review/validation), showing a significant increase in productivity with improved processes in place. We expect that productivity to increase further in the coming months.

Engagement in CRI process: an example of what goes into completing a recommendation...

Working Group Partners and input processes: The Building Blocks of Our Reform Foundation

- Executive Sponsors
- Police Commissioners
- Community Members
- Department of Police Accountability
- League of Women Voters
- Human Rights Commission
- Public Defenders Office
- SF Bar Association
- SF Youth Commission
- The Interfaith Council
- California DOJ
- Hillard Heintze
- DGO 3.01
- Strategic Management Bureau