

Collaborative Reform Initiative Update



CITY & COUNTY OF SAN FRANCISCO

Police Department

Chief of Police William Scott

&

Debra Kirby, Hillard Heintze

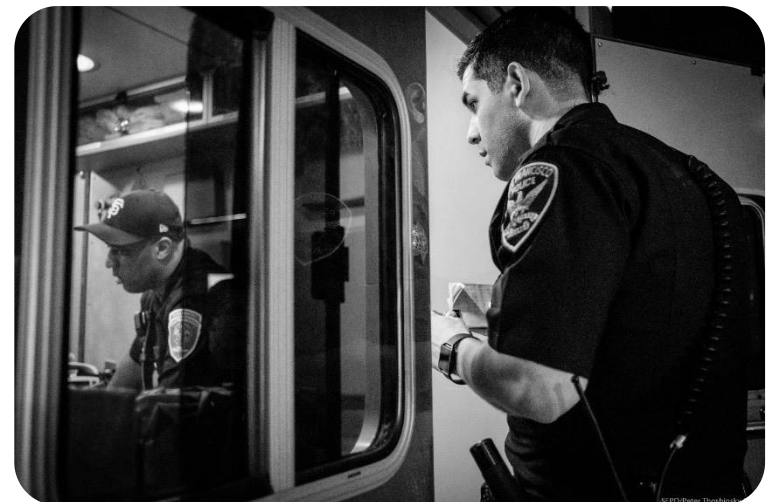
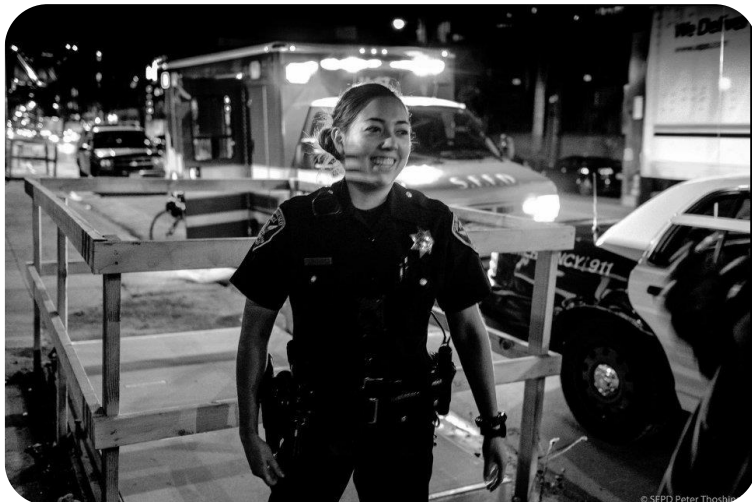
October 22, 2019

SFPD Mission



SFPD stands for safety with respect for all. We will:

- Engage in just, transparent, unbiased, and responsive policing
- Do so in the spirit of dignity and in collaboration with the community
- Maintain and build trust and respect as the guardian of constitutional and human rights



Collaborative Reform Initiative (CRI)

Cultural and institutional change that increases public trust through improvements:

- Policing practices
- Community engagement
- Professionalism
- Transparency
- Accountability



CRI Timeline

2016

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

2017

- Implementation work continues
- COPS office ends communication (April) and ends relationship (September)
- Mayor, Commission, SFPD commit to ongoing work

2018

- Formal engagement with CADOJ (February)
- Contract with Hillard Heintze begins (June)
- Compliance measures developed and agreed to; evaluation process re-starts

2019

- First report by CA DOJ on progress released (May)
- Second report due Q4 2019

CRI Objectives

- Use of Force
- Bias
- Community Policing
- Accountability
- Hiring, Recruitment and Personnel Practices



Safety with Respect

External Engagement in CRI process

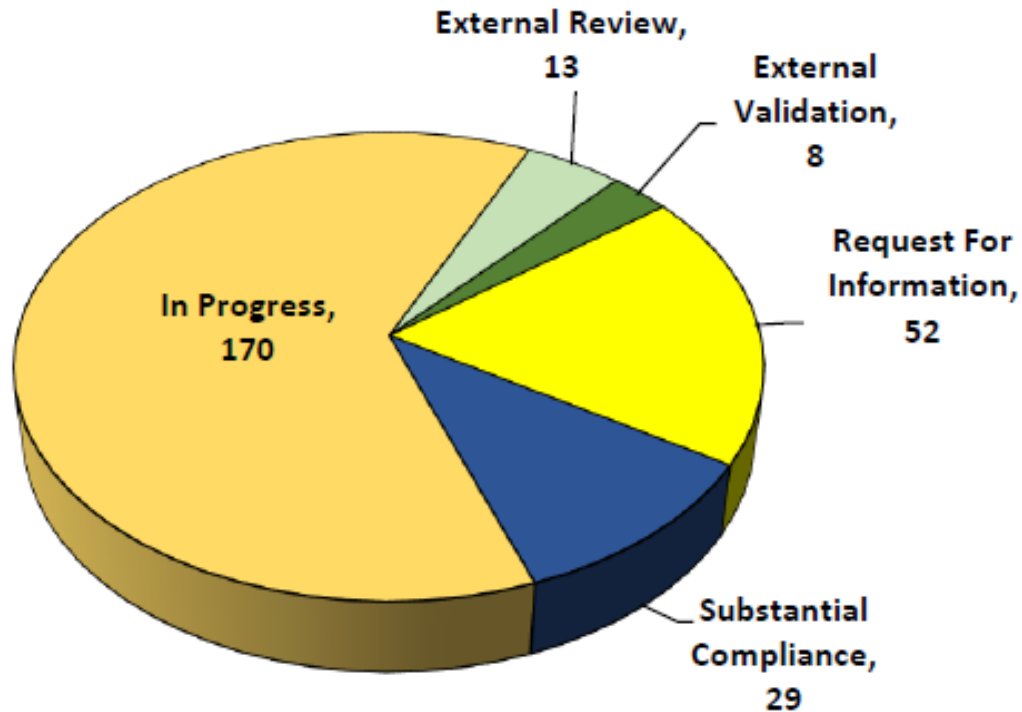
Working Group for each objective comprises of:

- Advocates
- Community members
- Police Commissioners
- Department of Police Accountability staff
- Internal and external experts

In certain cases, additional community outreach and input is sought on major recommendations, such as the overhaul of the Use of Force policy

Overall Progress

Status as of 10/16/19



In Progress: SFPD is actively working on the recommendation

External Review: Recommendation submitted to Hillard Heintze for review

External Validation: Recommendation submitted to CAL DOJ for review

RFI: Submitted recommendation returned to SFPD for more information

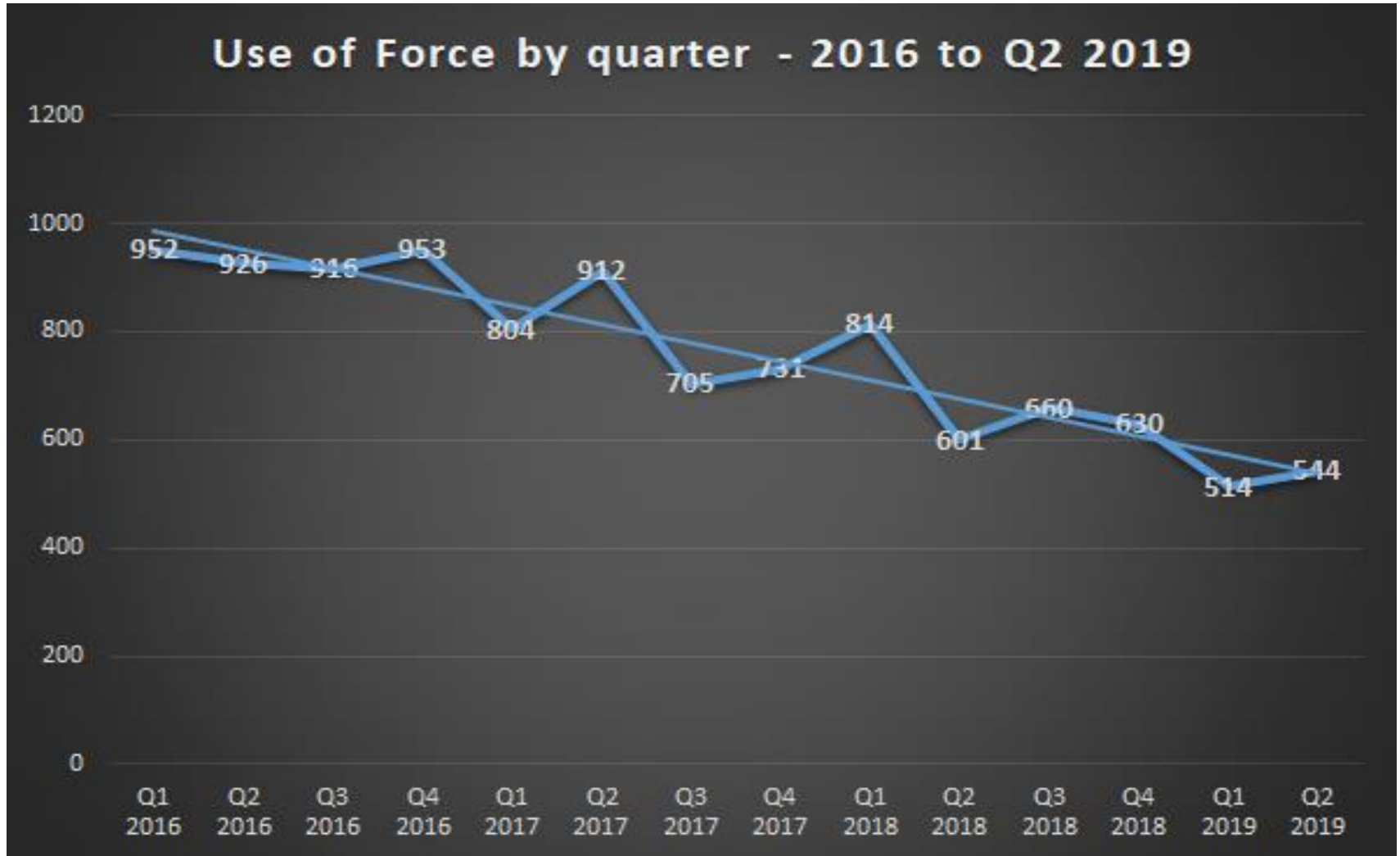
Substantial Compliance: Recommendations determined to have met compliance measures

Use of Force

- Revamped Use of Force policy
 - Cease use of the carotid restraint; firing at moving vehicles
- Created Crisis Intervention Training
 - 96% of officers trained in 10 hour CIT field tactics
 - 49% of officers trained in 40 hour CIT training
- Developed a Critical Mindset Training
- Instituted Early Intervention System and digital tracking system for OIS

Use of Force

Incidents down 43% since Q1 2016

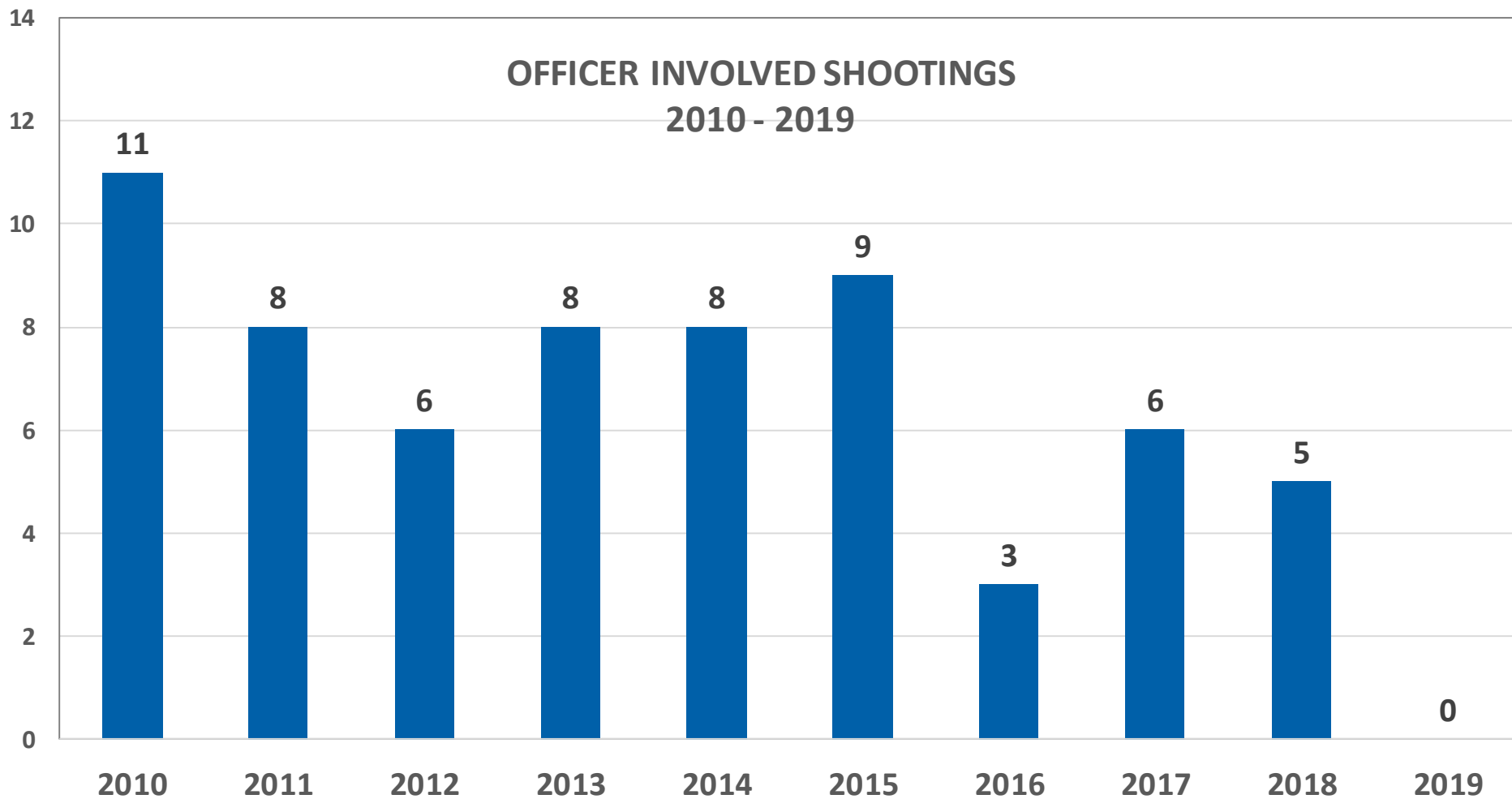


Use of Force

- Reductions in uses of force impact all demographic groups, with the largest reductions in Latinx and African American Communities
- Despite this reduction, Latinx and African American communities experience higher number of incidents


	Q1 2016	Q2 2019	% Change
Asian / Pacific Islander	59	34	-42%
African American	447	239	-47%
Latinx	232	117	-50%
White	199	140	-30%
Unknown	15	14	-7%
Total	952	544	-43%

Officer Involved Shootings




Bias

- Bias, Implicit Bias & Procedural Justice training
- Partnerships with five leading academic institutions to analyze use of force, complaints, arrests and stops through an equity disparity lens
- Implemented national leading policy interacting with Transgender, Gender Variant and Non-Binary individuals
- Quarterly published report (96A) on police stop data and use of force data



Bias-Free Policing



Everyone deserves to be treated fairly.

SFPD officers undergo Implicit Bias & Procedural Justice training. Our goal is ensure fair, impartial community policing.

We're dedicated to providing *Safety With Respect for All.*

Learn about our ongoing efforts to eliminate bias and increase accountability at sanfranciscopolice.org/progress.
To file a complaint, visit sanfranciscopolice.org/complaint.

Accountability

- Body Cameras deployed to 100% of staff
- Automated auditing of multiple systems (Cell, E-mail) for use of biased/derogatory language
- San Francisco District Attorney's Office serves as lead investigator of officer-involved shootings
- External Audit of Use of Force reporting



Community Policing

- Increased foot beats
- Community Policing Strategic Plan
- Re-engagement of Chief Advisory Forums
- Proactive community engagement at station level
- Town Halls immediately following OIS



Hiring, Recruitment, & Personnel Practices

- Targeted recruitment to under-represented groups
- Partnered with academia to review how we recruit, train and retain our workforce
- Consolidated recruiting, hiring, and backgrounding
- Established a new analytical unit focused on staffing & deployment
- Started an internal leadership development institute to increase professional development



Next Steps

SCALING UP TRAINING to continue to reduce the use of force and increase equitable policing

INVESTING IN RESOURCES necessary to expand and sustain reform

DEVELOPING ANALYTICAL TOOLS to better understand our data and the outcomes of our policies and procedures

EXPANDING OUTREACH, INCREASING COMMUNICATION AND TRUST by codifying how the department collaborates with the communities our officers serve

LONG-TERM institutional and cultural change

Phase Two report due December 2019

Questions

**SAN FRANCISCO
POLICE DEPARTMENT**

The image shows the exterior of the San Francisco Police Department building. The building features a large glass facade on the left and a brick structure on the right. In the foreground, a grey stone wall has the words "SAN FRANCISCO POLICE DEPARTMENT" in raised, white, sans-serif capital letters. To the right of the wall, there are concrete steps leading up to the building entrance, flanked by a metal handrail. Three flagpoles stand in front of the brick building, flying the United States flag, the California state flag, and a yellow flag. The sky is clear and blue.