

Collaborative Reform Update: Re-envisioning Policing

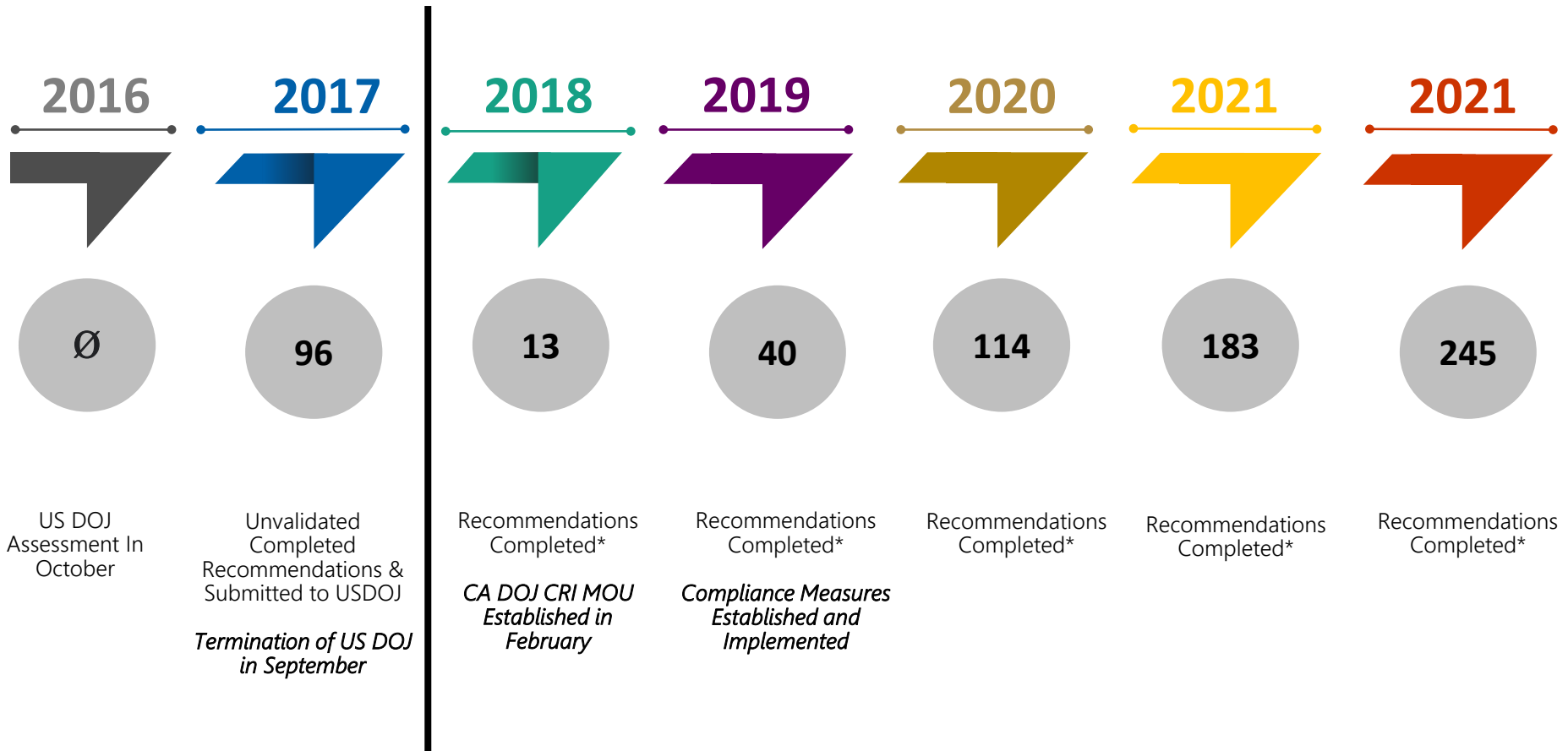


CITY & COUNTY OF SAN FRANCISCO

Police Department

March 22, 2022

Collaborative Reform Initiative Progress



*Recommendations Completed refer to those that are substantially compliant.

Status Collaborative Reform Initiative

Categorical Results

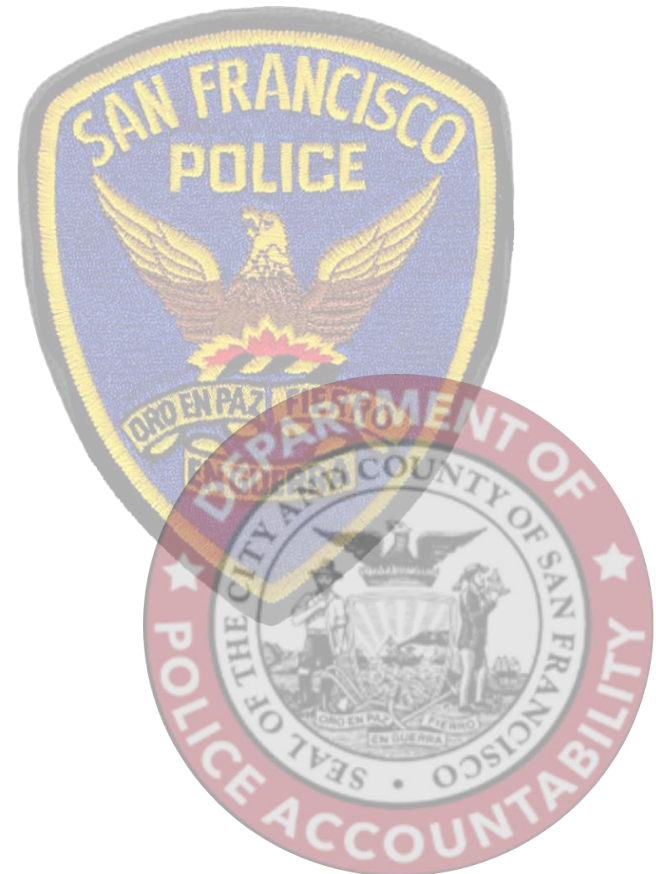
CA Department of Justice CRI Results

Category	Recommendations	Substantially Completed	In Progress
Accountability	68	61	7
Bias	54	47	7
Community Policing	60	54	6
Recruitment, Hiring & Personnel	32	32	0
Use of Force	58	51	7
Total	272	245	27

Accountability Reform Outcomes

Recommendations focused on improving disciplinary processes to ensure organizational and individual accountability.

- Reviewing and adjusting policies on an ongoing and frequent basis.
- Enhance and codify partnership with the Department of Police Accountability (DPA).
- Strengthen Station Captain awareness of complaint trends in their districts.
- Discipline penalty guide and department disciplinary process, such as the Discipline Review Board (DRB).

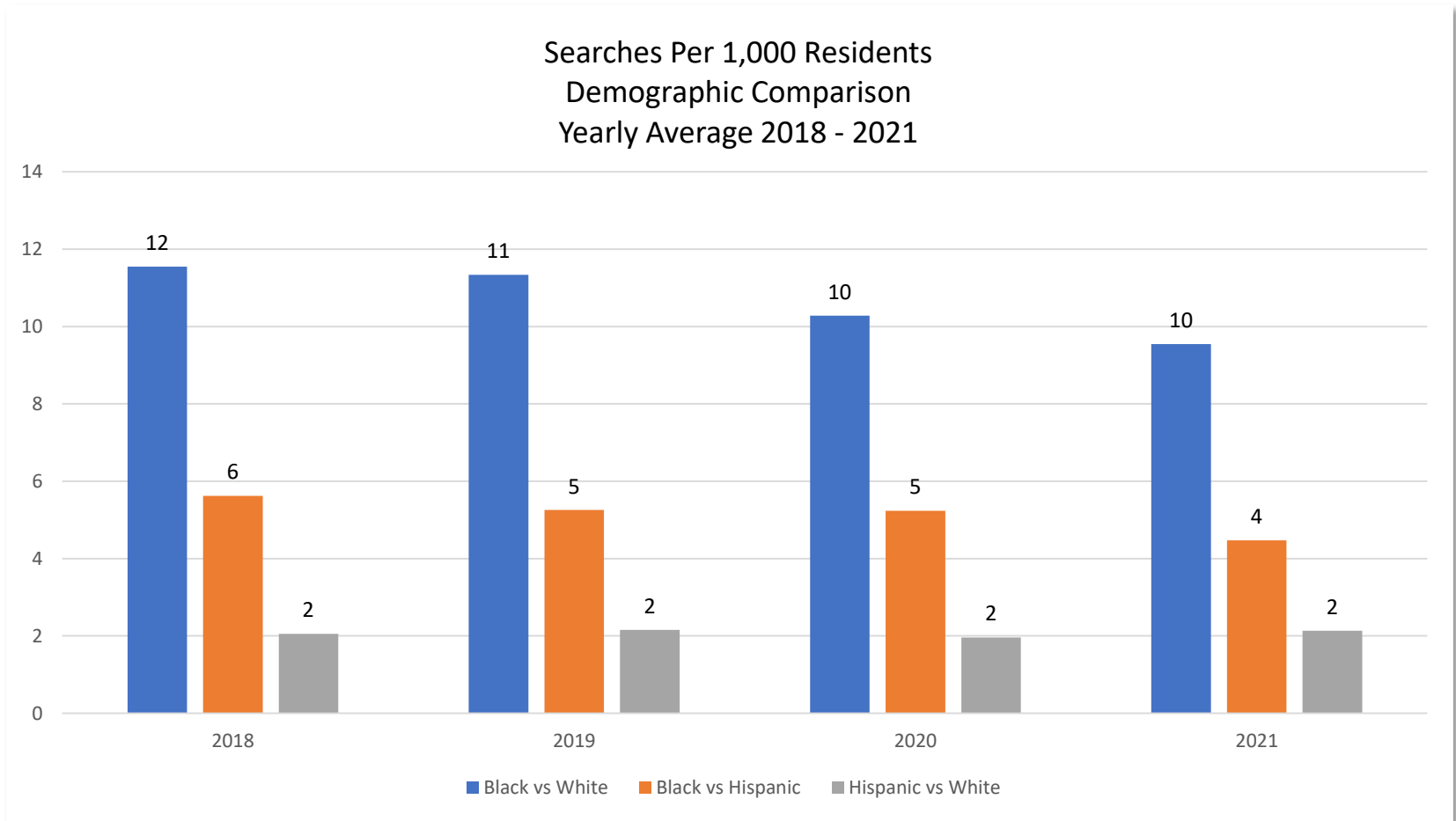


Bias Reform Outcomes



African Americans continue to be stopped at a higher rate per capita than any other demographic; however, there has been a significant decline over time since mid-2018.

Bias Reform Outcomes



African Americans continue to be searched at a higher rate per capita than any other demographic; however, there has been a steady decline over time since 2018.

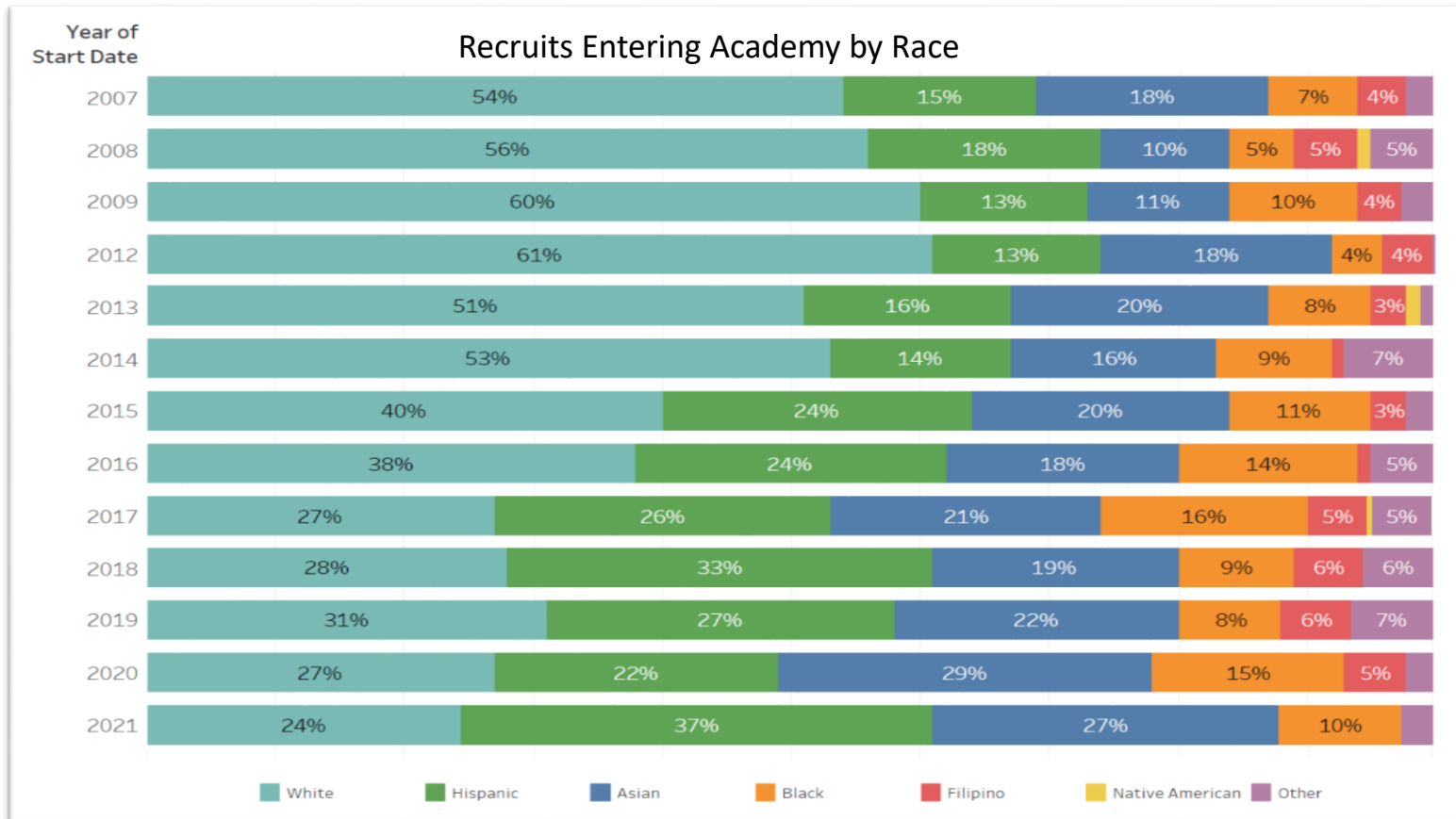
Community Policing Reform Outcomes

The Community Policing Strategic Plan was developed in partnership with the San Francisco community and city agencies to define SFPD's community policing vision, values, goals, and objectives. This vision was implemented and codified into policy through Department General Order 1.08 Community Policing.

The Department also intentionally restructured units within the Community Engagement Division and Field Operations to directly respond to community feedback:

- **Community Violence Reduction Team (CVRT)**
 - Address and mitigate gun violence as observed in the Bayview District
- **Street Violence Response Team (SVRT)**
 - Convene City partners to ensure supportive services are provided to those impacted by crime and work collaborate to mitigate ongoing gun violence.
- **Community Liaison Unit (CLU)**
 - Created in response to the rise in hate crimes against historically impacted communities and especially our AAPI communities.

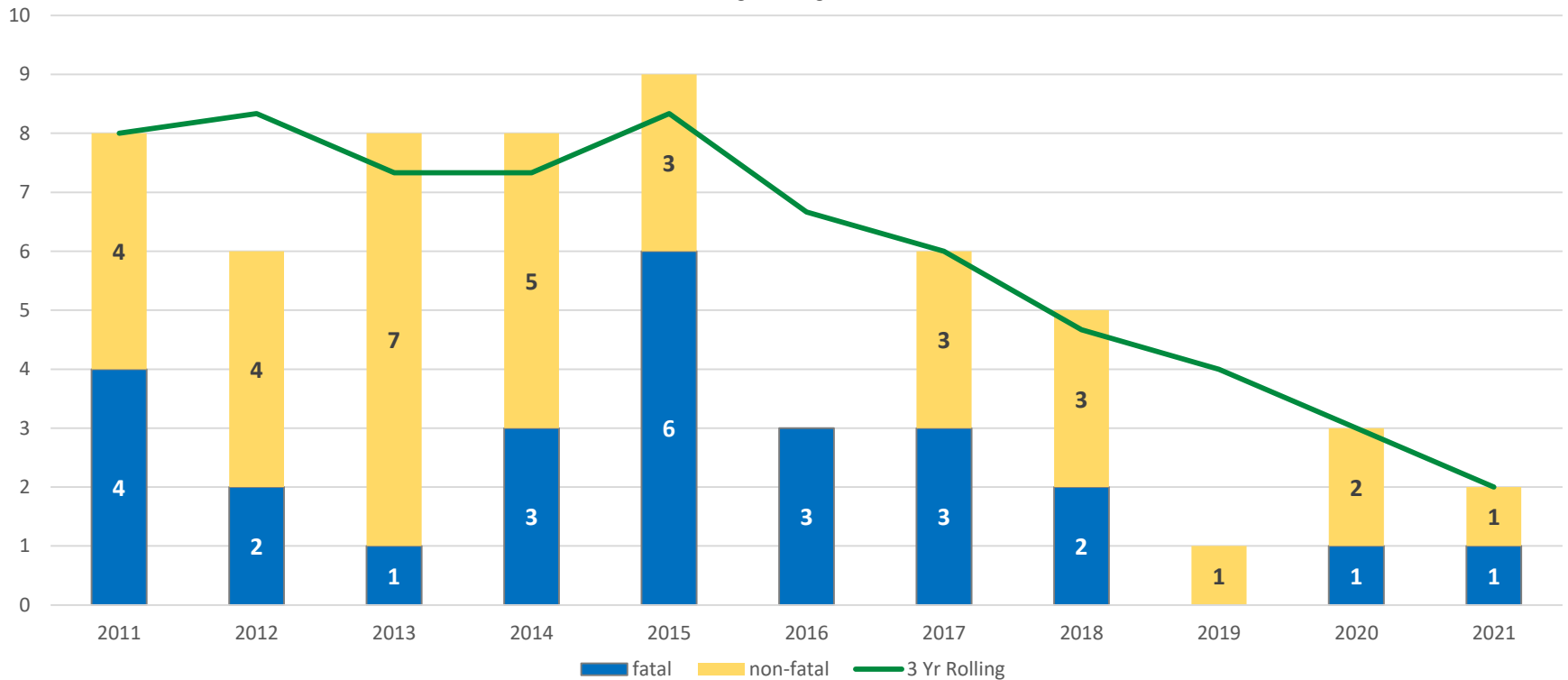
Recruitment, Hiring & Personnel Practices Reform Outcomes



DOJ recommendations called for an aggressive recruitment strategy to attract candidates from typically underrepresented communities to better reflect the city's makeup.

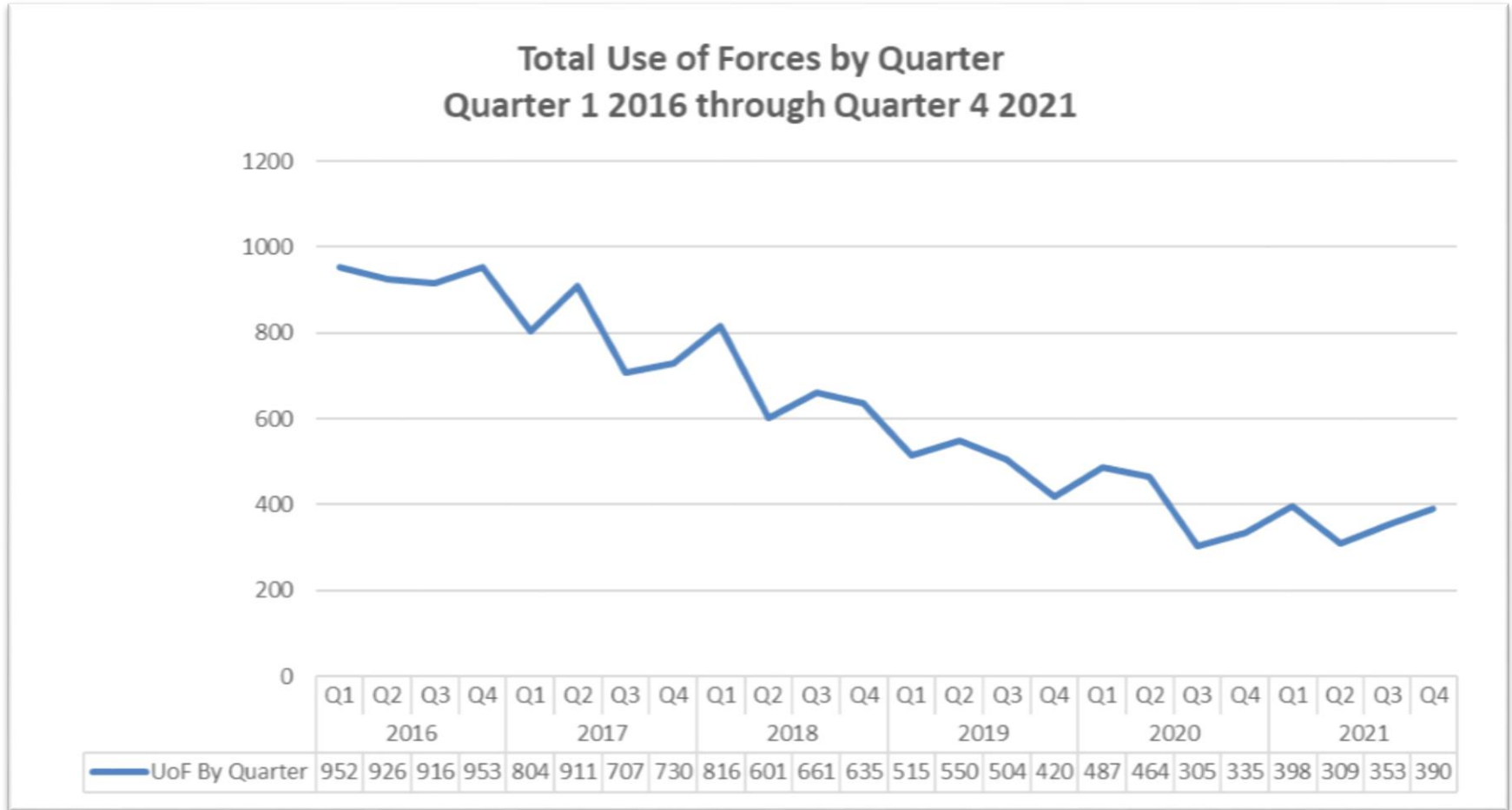
Use of Force Reform Outcomes

Officer Involved Shootings (On-Duty Only)
Fatal, Non-Fatal & 3-Year Rolling Average
2011-2021



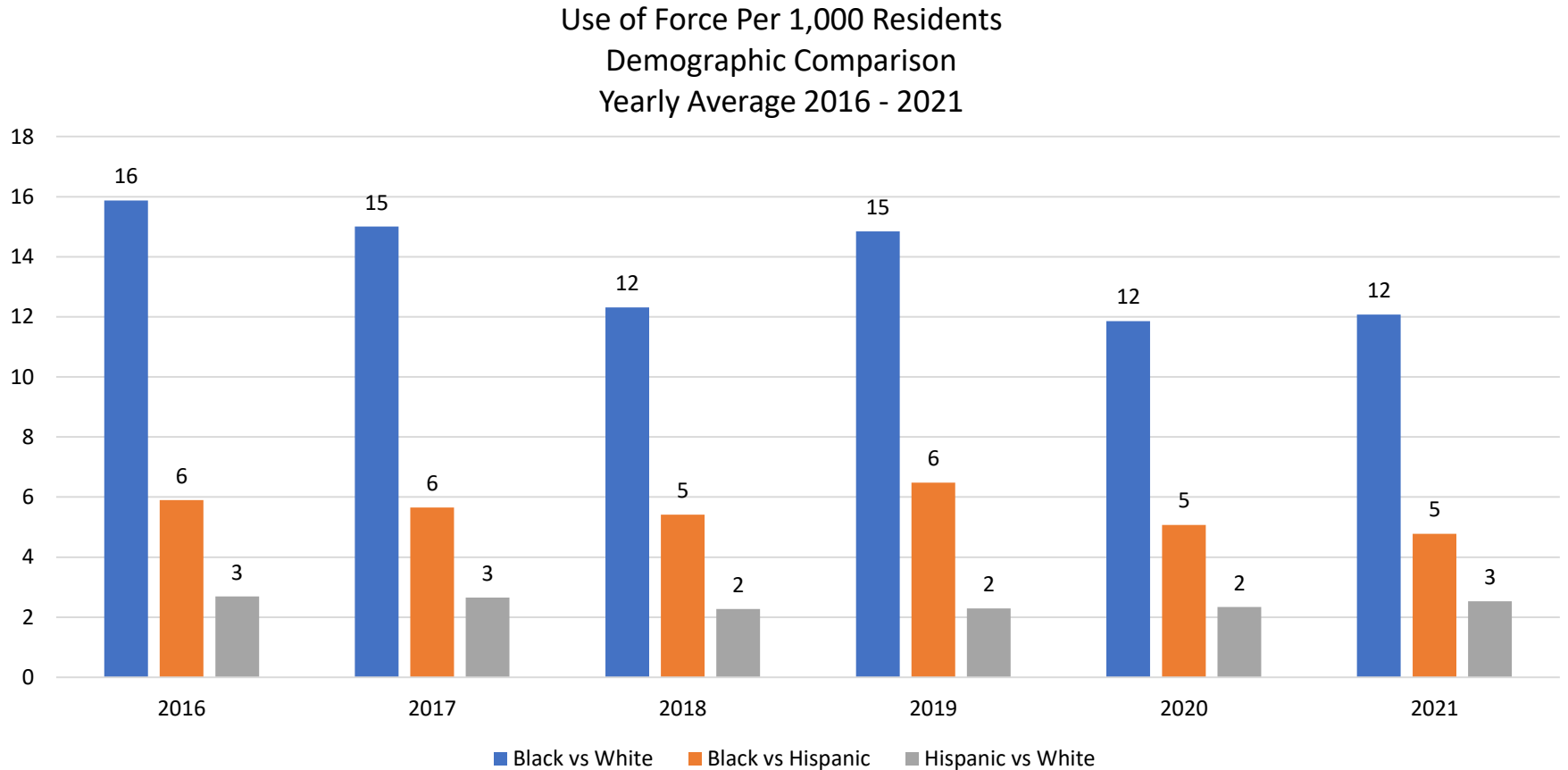
Since 2016, OIS incidents have seen historical lows that continue on a downward trajectory.

Use of Force Reform Outcomes



When first reporting in 2016, there has been a decrease of **59%** of the overall number of uses of force – from 952 in Q1 2016 to 390 in Q4 2022.

Use of Force Reform Outcomes



African Americans continue to be impacted by Use of Force incidents at higher rates per capita than any other demographic; however, there has been a decline over time since mid-2016.



**Reform Sustainability & Culture Changes
2016-2022**

Sustainability Philosophy

The SFPD is committed to upholding the progress and promise of the Collaborative Reforms Initiatives. Creating a sustainable system of review ensures that SFPD will continue to maintain the standards of excellence and reform commitments.

- Accountability
- Assessments & Standards
- Commitment to Reform
- Proactive Community Engagement

Sustainability Requirements

	Use of Force	Bias	Community Policing	Accountability	Recruitment and Retention
Annual	9	12	29	15	8
Quarterly	16	20	16	20	16
Rolling (Bi-Annual)	11	1	15	13	7
Single Document or Practice	5	5	7	0	0
Total Recs for Topic*	37	34	47	42	27

*Some recommendations require multiple types of updates in a single recommendation.

Total Recommendations Requiring Sustainability Efforts:

187

Commitment To Reform

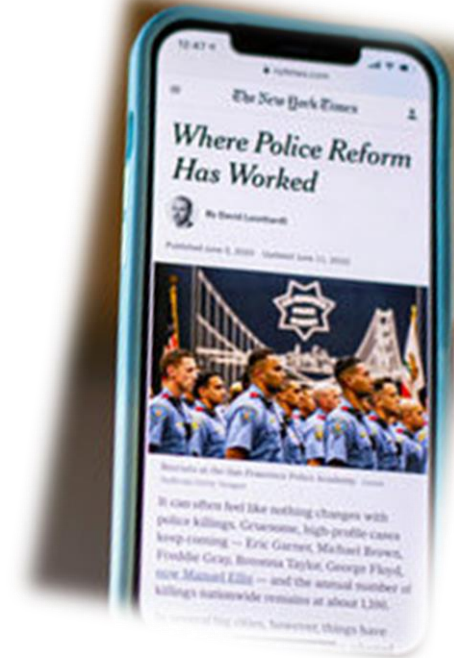
Trainings recommended by the California Department of Justice and the Hillard Heintz consultation group have been institutionalized within the department from the Executive Leadership, Command Staff to the line staff, Station Officers. Beyond the training provided regularly, officers and professional staff are required to take a series of trainings.

These trainings include:

- Bias Trainings
- Crisis Intervention Training (CIT)
- Critical Mindset Coordinate Response (CMCR)
- Use of Force Trainings
- Procedural Justice

Race and Reconciliation Series:

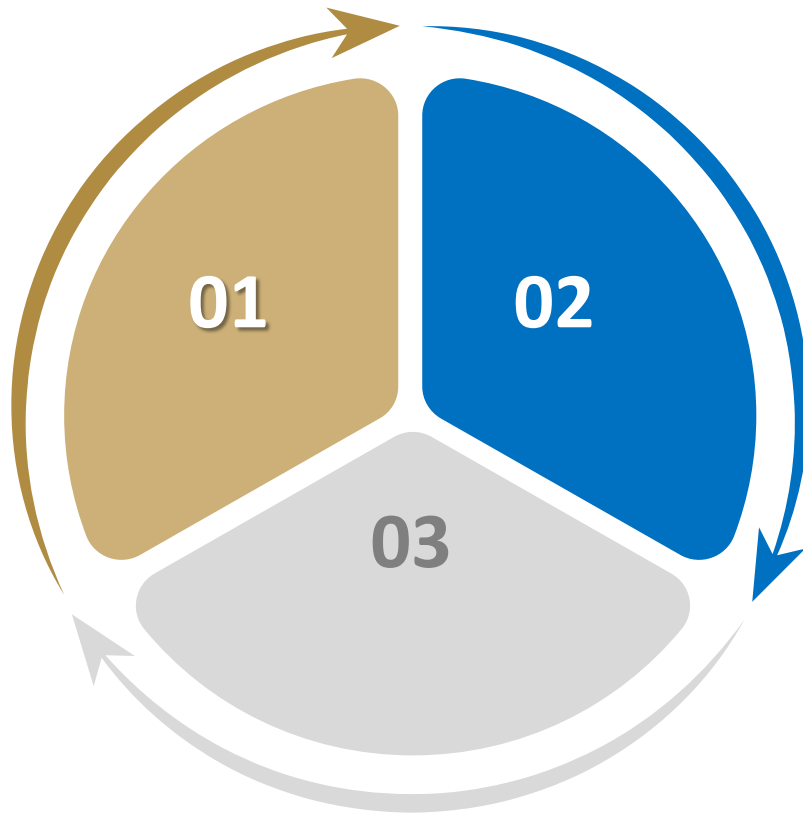
- Sojourn Trip
- Lecture Series
- Strategy Sessions



Sustainability Timeline (Spring 2022)

- **January 1 – February 28:**
 - Completed general review of Use of Force recommendations
 - Began targeted review of recommendations with annual, bi-annual, and quarterly review requirements
 - Completed initial general review of all recommendations
 - Identified 16 further recommendations for addition to targeted review
- **Feb. 1-March 31:**
 - Continue collaboration with Power DMS team to create automated Sustainability Management System.
 - Collect documentation for Q4 2022 and annual reporting requirements
- **March 1 – April 30:**
 - General review of Bias Recommendations
 - Begin collection of Q1 2022 sustainability documentation

Ensuring Sustainability



01

RECRUITMENT & RETENTION

- Professional Staff (Management & Analytical Support)
- Academies
- Mitigate Attrition & Increase Recruitment

02

COMMUNITY POLICING

- Overtime To Sustain:
 - Investigations
 - Provide Public Safety
 - City Initiatives & Collaborations

03

ACCOUNTABILITY

- Technology
- Transparency
- Mandated Reporting



CA DOJ and Hillard Heintze Phase 3 Report

Thank you.

Any questions?

