Collaborative Reform Initiative Update
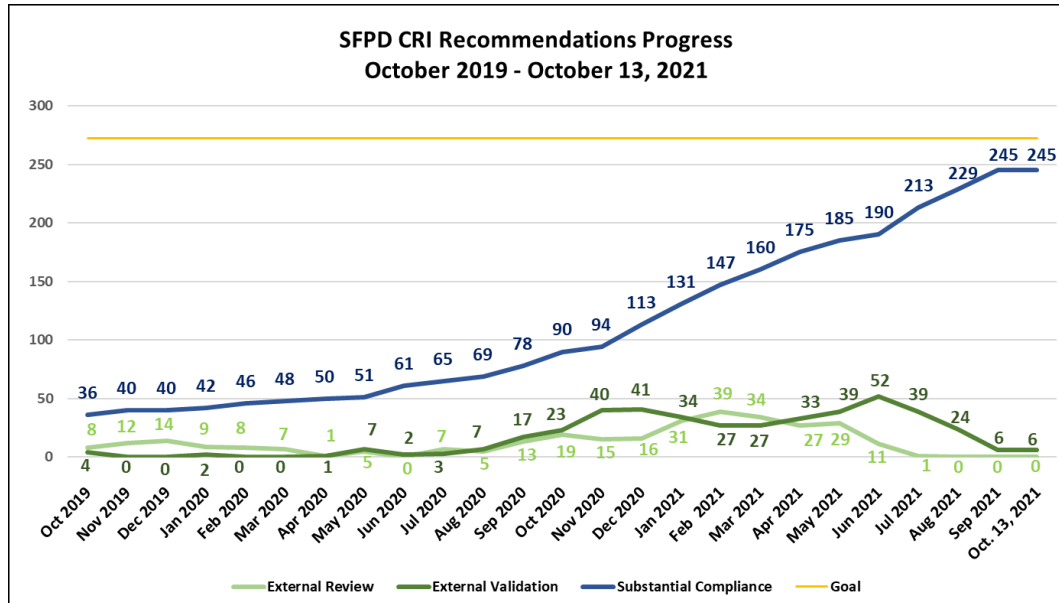

CITY & COUNTY OF SAN FRANCISCO

Police Department

October 20, 2021

Collaborative Reform Initiative: Overview

SFPD CRI Recommendations Progress
October 2019 - October 13, 2021

Graph is as of 10/13/21

| 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.

Monthly Progress Summary – July 1st through September 30th		
Moved to Substantial Compliance: 54		
July	August	September
22	16	16

Current Status

272 SFPD RECOMMENDATIONS BY STATUS

Substantial Compliance, 245, 90%

External Validation, 6, 2%

In Progress, 21, 8%
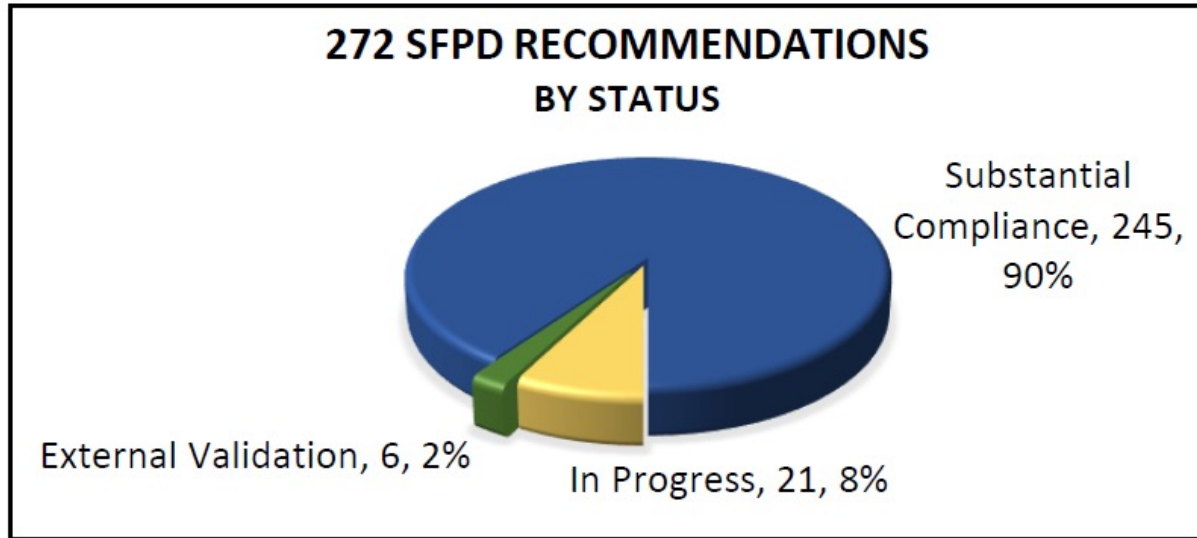
Objective	Sub Comp (Phases 1,2,3)	In Review	Beyond Phase 3	Total
Use of Force	51	0	7	58
Bias	47	6	1	54
Community Policing	54	0	6	60
Accountability	61	0	7	68
Recruitment & Diversity	32	0	0	32
Total	245	6	21	272

Collaborative Reform Initiative: Currently In Review

External Review
Hillard Heintze
Total: 0

Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
0	0	0	0	0

External Validation
California Department of Justice
Total: 6

Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
0	6	0	0	0

Substantial Compliance: 245
External Validation: 6

Total complete: 251

Use of Force

USE OF FORCE
STATUS OF 58 RECOMMENDATIONS
EXECUTIVE SPONSOR: COMMANDER ROBERT O'SULLIVAN
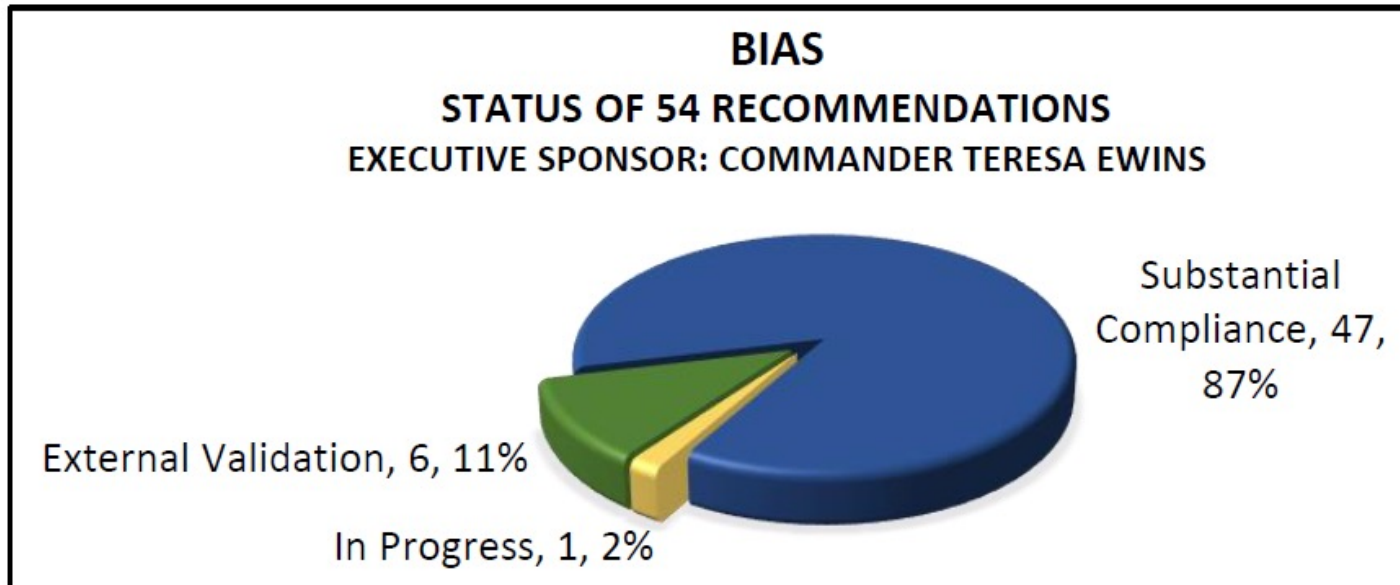
Substantial Compliance, 51, 88%

In Progress, 7, 12%
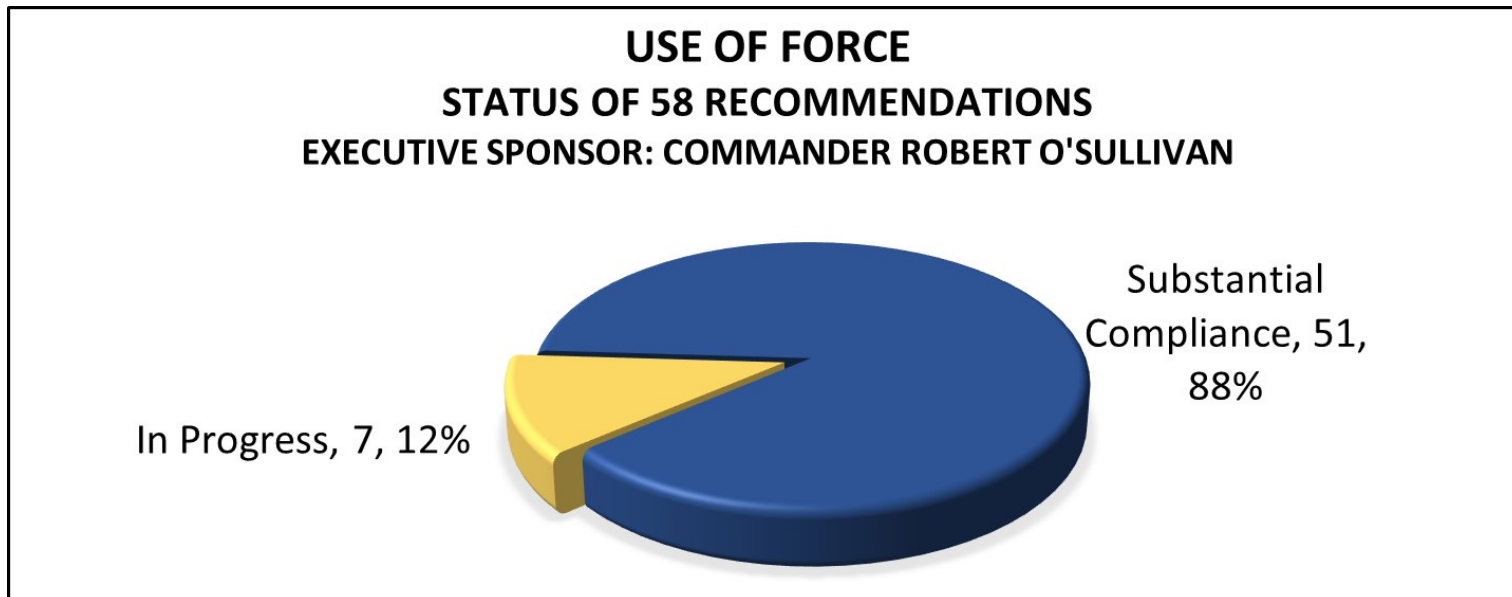
Monthly update:
0 recommendations are in external review/external validation:

51 recommendations are in substantial compliance

Bias

BIAS
STATUS OF 54 RECOMMENDATIONS
EXECUTIVE SPONSOR: COMMANDER TERESA EWINS

Substantial Compliance, 47, 87%

External Validation, 6, 11%

In Progress, 1, 2%

Monthly update:
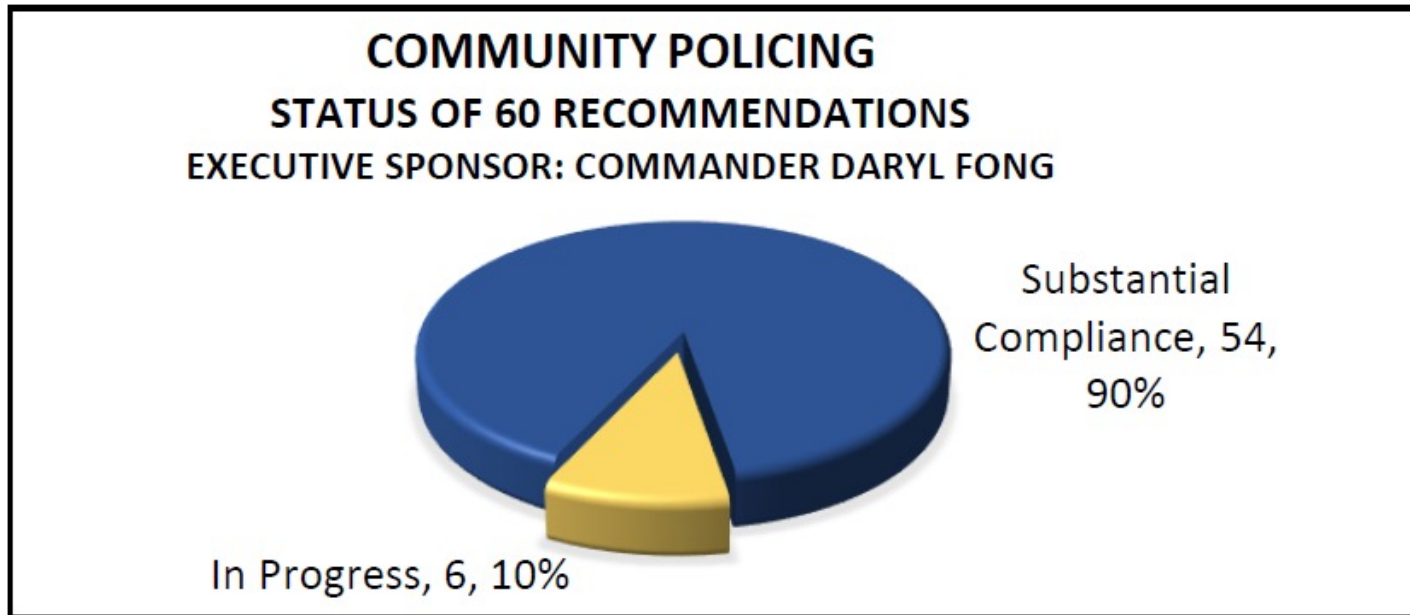**6** recommendations are in external validation:
(28.1/28.4/28.5/30.3/30.4/35.3)

1 recommendation returned to In Progress Beyond Phase III:
(26.1)

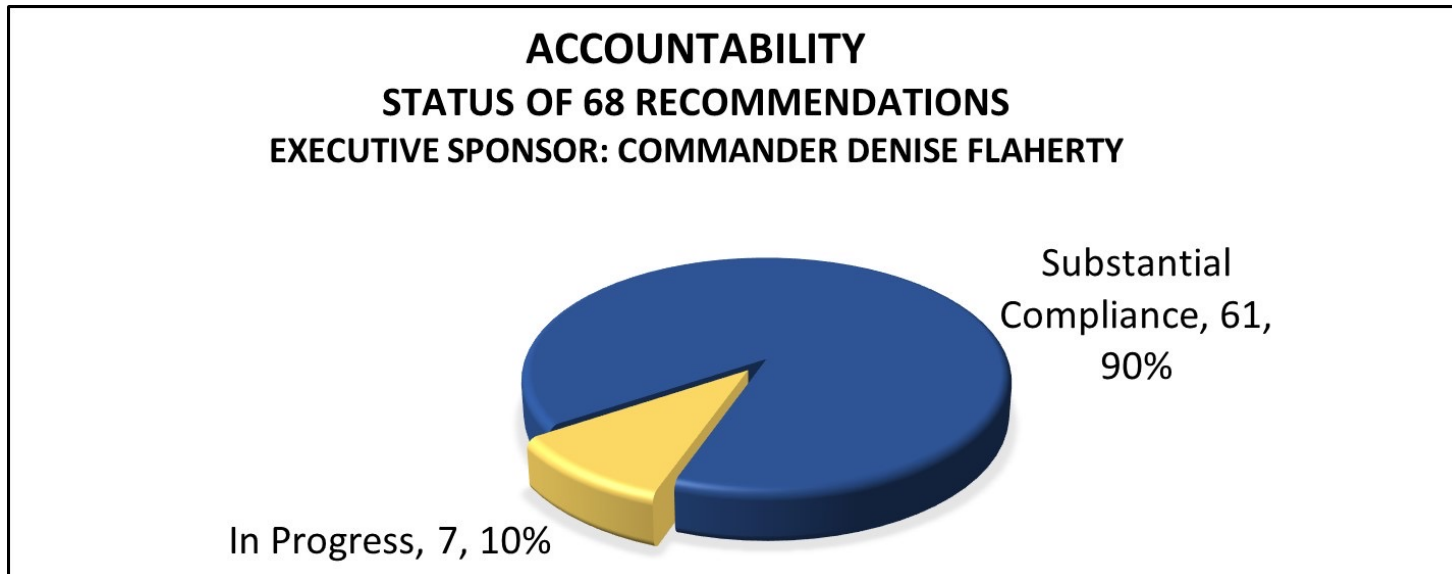**47** recommendations are in substantial compliance

Community Policing

COMMUNITY POLICING
STATUS OF 60 RECOMMENDATIONS
EXECUTIVE SPONSOR: COMMANDER DARYL FONG

Substantial Compliance, 54, 90%

In Progress, 6, 10%

Monthly update:
1 recommendation returned to In Progress Beyond Phase III:
(40.6)

54 recommendations are in substantial compliance

Accountability

ACCOUNTABILITY
STATUS OF 68 RECOMMENDATIONS
EXECUTIVE SPONSOR: COMMANDER DENISE FLAHERTY

Substantial Compliance, 61, 90%

In Progress, 7, 10%

Monthly update:
0 recommendations are in external review/external validation

61 recommendations are in substantial compliance

Recruitment, Hiring & Retention

RECRUITMENT, HIRING AND PERSONNEL PRACTICES
STATUS OF 32 RECOMMENDATIONS
EXECUTIVE SPONSOR: COMMANDER STEVE FORD

Substantial Compliance, 32, 100%

Monthly update:
3 recommendations made substantial compliance

32 recommendations are in substantial compliance

Recommendations Beyond Phase III

- **Within 12 months**
  (1.1, 20.4, 26.1, 40.6, 48.1, 55.2, 69.2, 69.3)
  Examples:
  -Demographic report for discipline
  -Chief's advisory forum meetings

- **Within 18 months**
  (48.2, 39.1, 22.1, 68.1, 79.1, 79.2, 79.3)
  Examples:
  -Strategic plan alignment
  -Use-of-Force data collection and analysis

- **Two years**
  (40.2, 41.1, 21.1)
  Example:
  -Use-of-Force enhanced data collection plan and implementation

- **3-4 years**
  (20.1, 20.2, 20.3)
  Example
  -Arrest data and consistency across agencies
  -Record Management System implementation