

Collaborative Reform Initiative Update

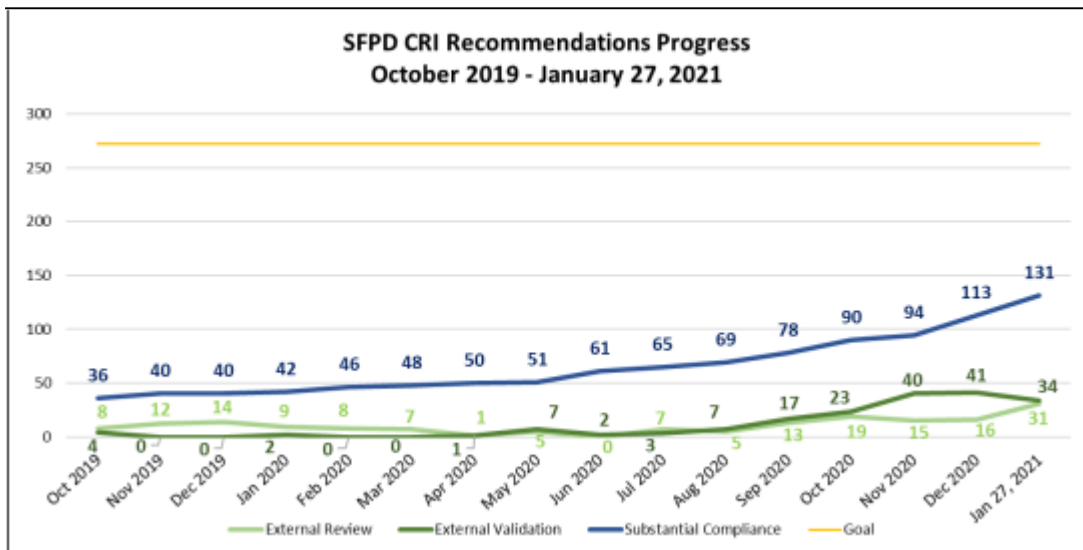


CITY & COUNTY OF SAN FRANCISCO

Police Department

February 10, 2021

Collaborative Reform Initiative: Overview



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 – Jan. 1 – Jan. 31, 2021

Moved to Substantial Compliance
(detail in subsequent slides)

Prescreening

December

January

Use of Force

Bias

Community Policing

Accountability

Recruitment, Hiring, & Retention

19

20

1

6

5

7

1

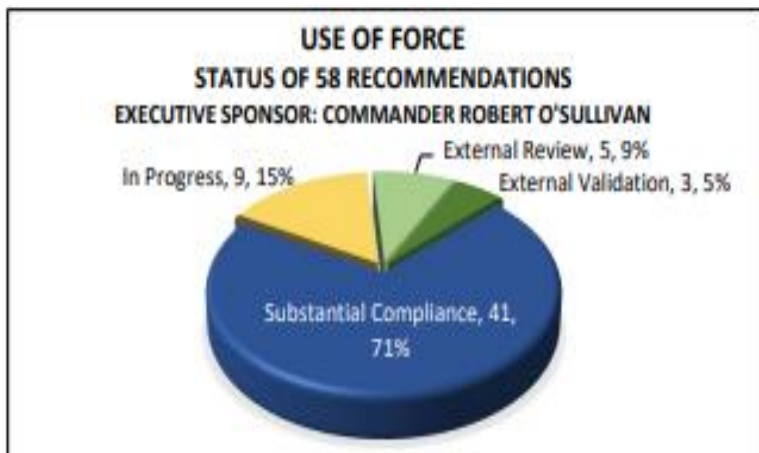
Collaborative Reform Initiative: Currently In Review

(as of 1/27/21)

External Review				
Hillard Heintze				
Total: 32				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
5	14	6	6	0

External Validation				
California Department of Justice				
Total: 35				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
3	7	13	9	2

Use of Force



Monthly Highlights:

2 recommendations achieved substantial compliance
(4.7 / 23.2)

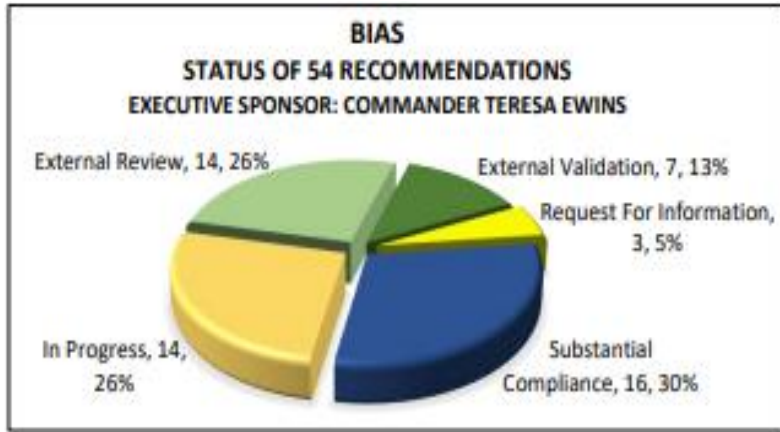
8 recommendations are in external review/external validation
(6.1 / 6.2 / 11.1 / 11.2 / 11.3 / 11.4 / 18.2 / 18.3)

Accomplishments

Early Intervention System Unit (EIS) and Information Technology (IT) are integrating the Supervisory Use of Force Evaluation Form into Crime Data Warehouse (CDW). This will allow the data to be captured electronically.

This project is currently in the coding process and is expected to begin beta testing in the coming months.

Bias



Monthly Highlights:

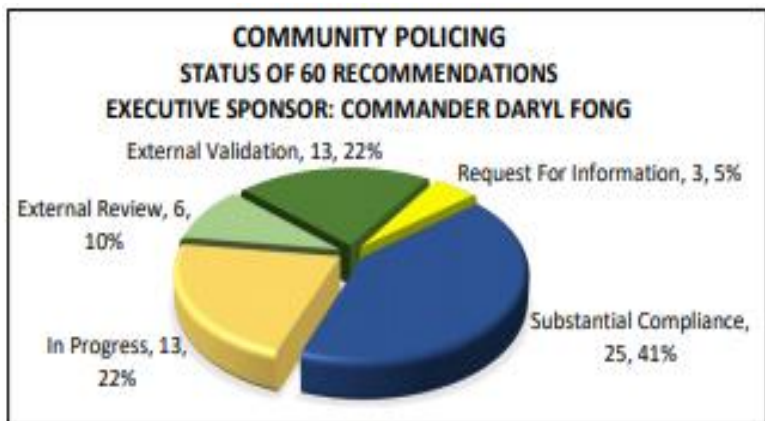
4 recommendation achieved substantial compliance (28.7 / 34.1 / 34.2 / 35.2)

21 recommendations are in external review/external validation (27.1 / 27.2 / 27.3 / 27.4 / 27.5 / 27.7 / 28.3 / 28.7 / 29.1 / 29.2 / 29.3 / 30.1 / 30.2 / 31.1 / 32.1 / 34.1 / 34.2 / 35.1 / 35.2 / 36.2 / 36.3)

Accomplishments

- Completed two Training Division Unit Orders (21-01: Follow up Training Impact Evaluations, 21-02: Audit and Review of Bias Training Programs). These unit orders address positive practices and plans for any changes from the audit findings, and also to evaluate trainings by having students complete impact evaluations.
- Final CPE report was completed.
- Completed a Strategic Management Unit Order for the Technology Division that addressed the SDCS Data Cleaning process, which allowed update and/or completion of several recommendations.

Community Policing



Monthly Highlights:

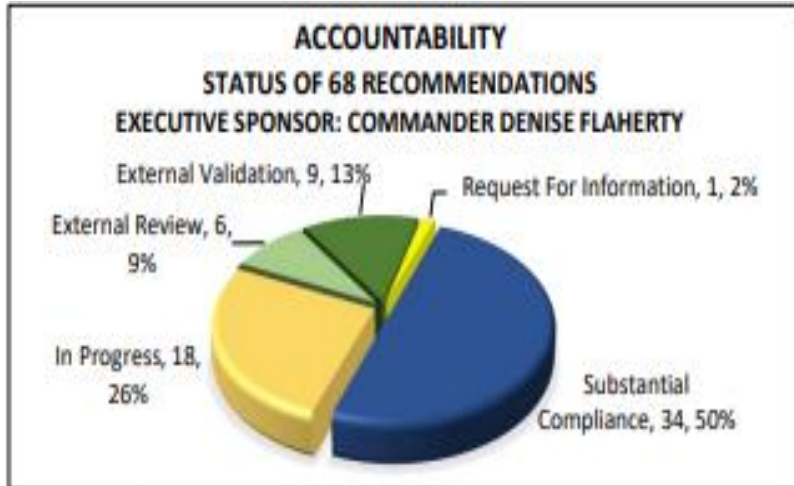
3 recommendations achieved substantial compliance (38.3 / 49.1 / 51.1)

19 recommendations are in external review/external validation (39.2 / 39.4 / 40.4 / 40.6 / 42.1 / 42.2 / 42.3 / 44.1 / 44.3 / 45.2 / 45.3 / 46.4 / 46.5 / 47.3 / 49.3 / 51.2 / 52.3 / 53.1 / 54.2)

Accomplishments

- The development of the Video Messaging Community Policing Strategic Plan (47.3). The purpose of the community policing video messaging strategy is to educate department members and community members on the Department’s community policing philosophy, procedural justice and legitimacy issues, in order to foster and build good relationships between the department and community members.
- The department has created a series of five short videos to highlight these core values and goals. These reaffirm our department’s commitment to creating safe, healthy, and vibrant communities through a guardian mindset philosophy, in which we partner and engage with community members to solve problems and enhance safety

Accountability



Monthly Highlights:

1 recommendations achieved substantial compliance. (57.3)

15 recommendations are in external review/external validation (56.1 / 56.3 / 56.5 / 56.6 / 58.1 / 64.1 / 68.2 / 68.3 / 70.3 / 70.4 / 73.1 / 73.2 / 74.1 / 74.2 / 77.1)

Accomplishments

- The DPA “Trend analysis Henderson Report” has begun to be presented to the quarterly Captain’s meetings, allowing for complaint trends to be recognized, and proactive remedies to be implemented.
- Captains now will begin comparing current statistics, with past statistics regarding DPA complaints in their districts. Captains will document their analysis, and the accounting for any changes in complaint trends, and the plans to mitigate those findings.

Recruitment, Hiring & Retention



Monthly Highlights:

10 recommendation achieved substantial compliance (82.1 / 82.2 / 83.1 / 83.2 / 85.2 / 85.3 / 85.4 / 88.1 / 88.3 / 90.1)

2 recommendations are in external review/external validation (81.2 / 84.2)

Accomplishments

81.1: The SFPD has improved the availability of recruitment information on its website and in Social Media, allowing for applicants to be more aware of the application and backgrounds process when applying to become a police officer.

81.2: The department publishes statistics of the demographics of applicants at various stages in the application process to increase transparency and public perception of the department's hiring practices.

88.2: The Training Division examines and evaluations release and attrition rates, and has improved overall retention of recruits, increasing the diversity of the department.