

# Collaborative Reform Initiative Update



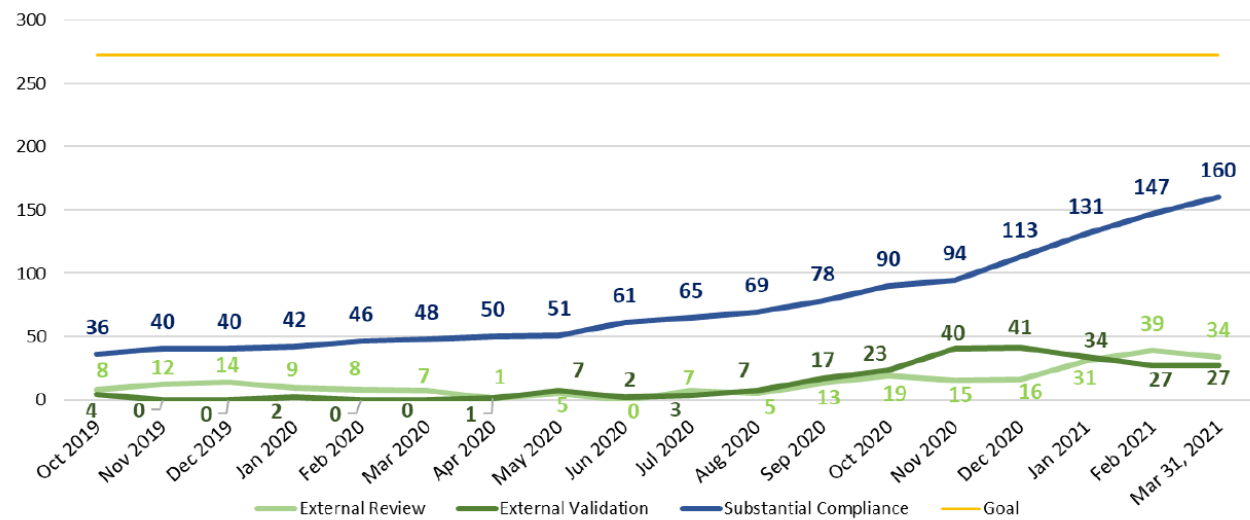
**CITY & COUNTY OF SAN FRANCISCO**

Police Department

April 21, 2021

# Collaborative Reform Initiative: Overview

**SFPD CRI Recommendations Progress  
October 2019 - March 31, 2021**



**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 – March 1 – March 31, 2021

**Moved to Substantial Compliance  
(detail in subsequent slides)**

**Prescreening / Technical Guidance**

February

March

Use of Force

Bias

Community Policing

Accountability

Recruitment, Hiring, & Retention

18

11

0

7

3

0

5

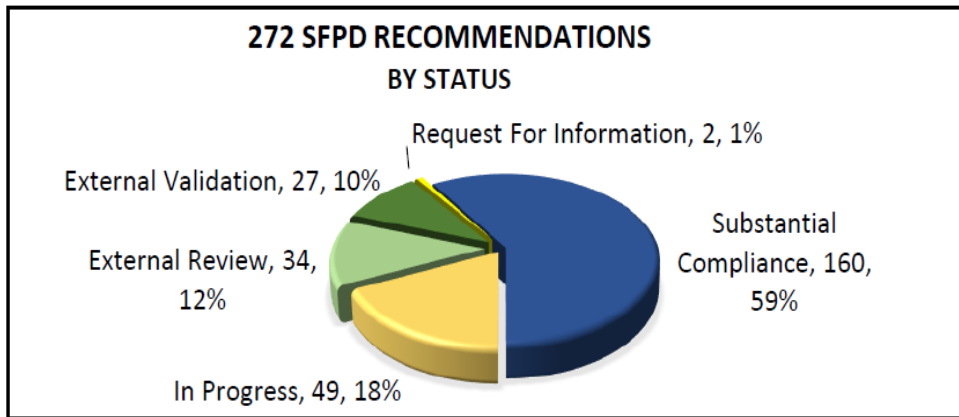
# Collaborative Reform Initiative: Currently In Review

(as of 3/31/21)

External Review				
Hillard Heintze				
Total: 34				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
5	17	7	5	0

External Validation				
California Department of Justice				
Total: 27				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
0	3	6	12	6

# Current Status (as of 3/31/21)



**Total Recommendations: 272**

Remaining Phase 3 In Progress: 34  
 Remaining RFI's : 2  
 Beyond Phase 3: 15

Substantial Compliant: 160  
 External Review (Hillard Heintze): 34  
 External Validation (CalDOJ): 27

**Phase 3 – In Progress (34)**

Use of Force	2
Bias	10
Community Policing	7
Accountability	8
Recruitment	7

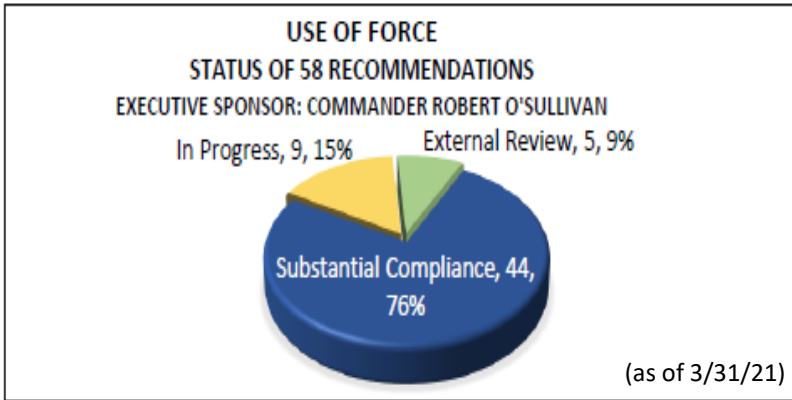
**Phase 3 – RFI's (2)**

Bias	2
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**Beyond Phase 3 (15)**

Use of Force	2
Community Policing	4
Use of Force	5
Accountability	4

# Use of Force



**Monthly Highlights:**

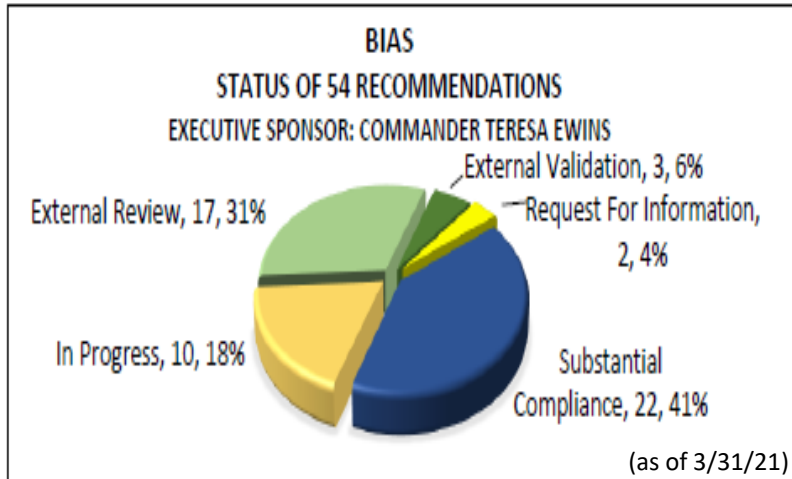
**1** recommendations achieved substantial compliance (11.4)

**5** recommendations are in external review/external validation (6.1 / 11.1 / 11.3 / 18.2 / 18.3)

## Accomplishments

- Issuance of DGO 3.10 “Firearm Discharge Review Board” (FDRB).
- Provides required timelines for the FDRB, to include a meeting within 30 days after receiving investigatory reports from the Homicide Detail and Management Control Division. Review must be completed within 120 days.
- DGO 8.11 “Investigation of Officer Involved Shootings and Discharges” requires FDRB to appear before the Police Commission to explain reason for delay, if the review is not completed within the 120 day timeline.
- Unit Order 20-05, allows for the FDRB to begin its investigation without waiting for action from the District Attorney’s Office.

## Bias



### Monthly Highlights:

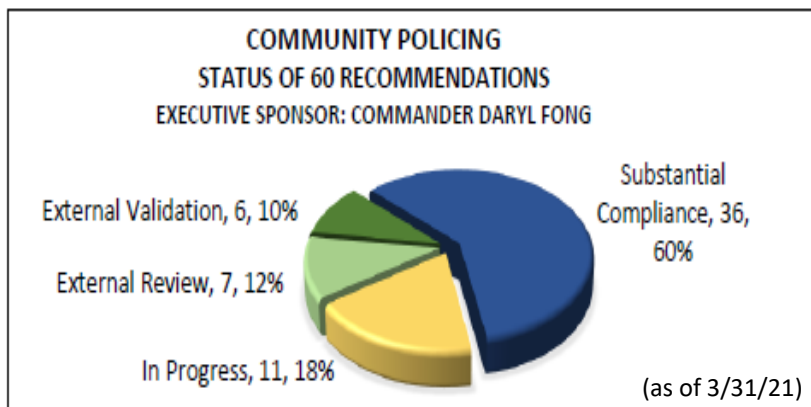
**2** recommendation achieved substantial compliance (27.5 / 28.3)

**20** recommendations are in external review/external validation (26.1 / 27.1 / 27.2 / 27.3 / 27.4 / 27.6 / 27.7 / 28.2 / 29.1 / 29.2 / 29.3 / 30.1 / 30.2 / 31.1 / 32.1 / 32.2 / 35.1 / 36.1 / 36.2 / 36.3)

### Accomplishments

- Chief’s advisory forums have been re-invigorated existing forums and expanded the number of forums from 2, to 12.
- SFPD now holds regular meetings for each forum with an established formal feedback system.
- Many of these forums have touched upon issues related to bias and anti-bias programming.
- Production of a manual for these Community Advisory Forums has been initiated.

# Community Policing



## Monthly Highlights:

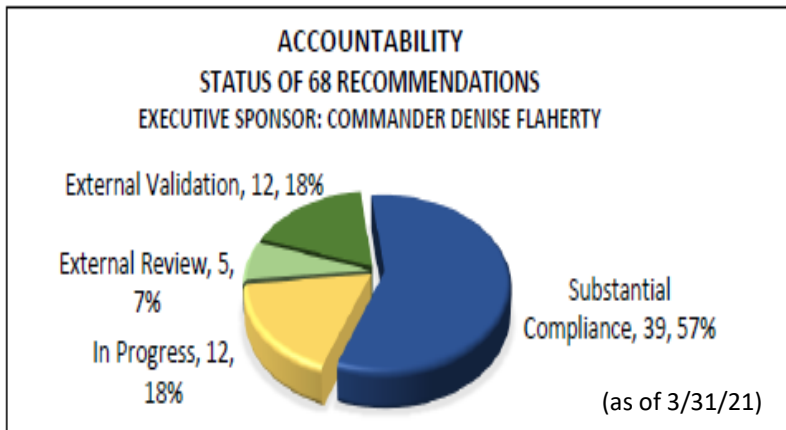
**2** recommendations achieved substantial compliance (40.4 / 47.3)

**13** recommendations are in external review/external validation (38.2 / 39.2 / 39.4 / 40.6 / 42.1 / 42.3 / 44.4 / 45.1 / 47.1 / 49.2 / 51.2 / 52.3 / 54.2)

## Accomplishments

- Development and publication of Community Policing Strategic Plan.
- Plan embodies 21<sup>st</sup> Century Policing concepts and procedural justice.
- Plan was developed with community input with approximately 100 community and SFPD members.
- Plan expands community policing programs throughout the agency, and ensures each unit develops a written strategic plan.
- Plan defines the focus for the SFPD, and ensures this focus is included across the entire department.

# Accountability



**Monthly Highlights:**

2 recommendations achieved substantial compliance.  
(74.1 / 77.1)

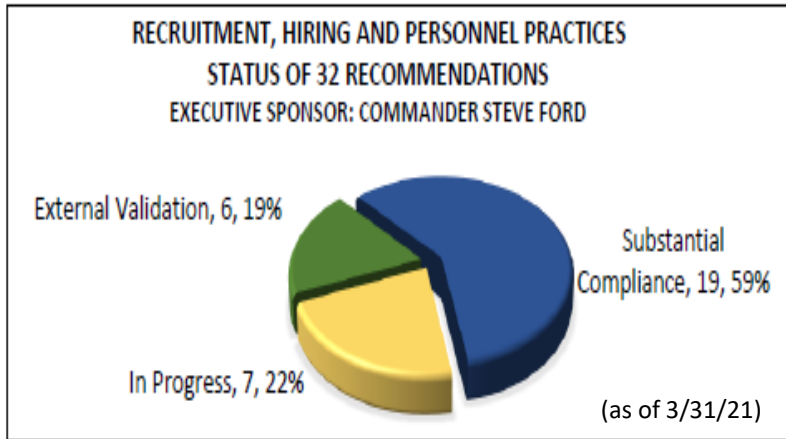
17 recommendations are in external review/external validation  
(55.1 / 56.1 / 56.3 / 56.5 / 56.6 / 58.1 / 64.1 / 64.3 / 65.1 / 65.2 / 67.1 / 67.2 / 68.2 / 68.3 / 70.3 / 70.4 / 74.1 / 77.1 / 77.2)

## Accomplishments

- Collaboration by SFPD, DPA, Police Commission, to build community workshops.
- Works to educate community & improve communication regarding complaint timelines, investigative status, and outcomes.
- SFPD has improved transparency and communications through DGOs, department bulletins, and internal protocols regarding complaints.
- Information regarding status of complaints from initiation to conclusion , is published on websites for the SFPD, DPA, and Police Commission.



# Recruitment, Hiring & Retention



**Monthly Highlights:**

**4** recommendation achieved substantial compliance (81.1 / 81.2 / 84.2 / 88.2)

**6** recommendations are in external review/external validation (85.1 / 86.1 / 86.2 / 87.1 / 87.2 / 89.1))

## Accomplishments

- Implementation of bi-annual review of Background Investigation Unit’s diversity by review panel.
- Panel compares Background Investigation Unit’s diversity against the department members and the CCSF census diversity reports.
- Panel recommends ways to improve diversity in Background Investigations Unit.
- Diversity percentages have improved overall since 2017.