

# Collaborative Reform Initiative Update

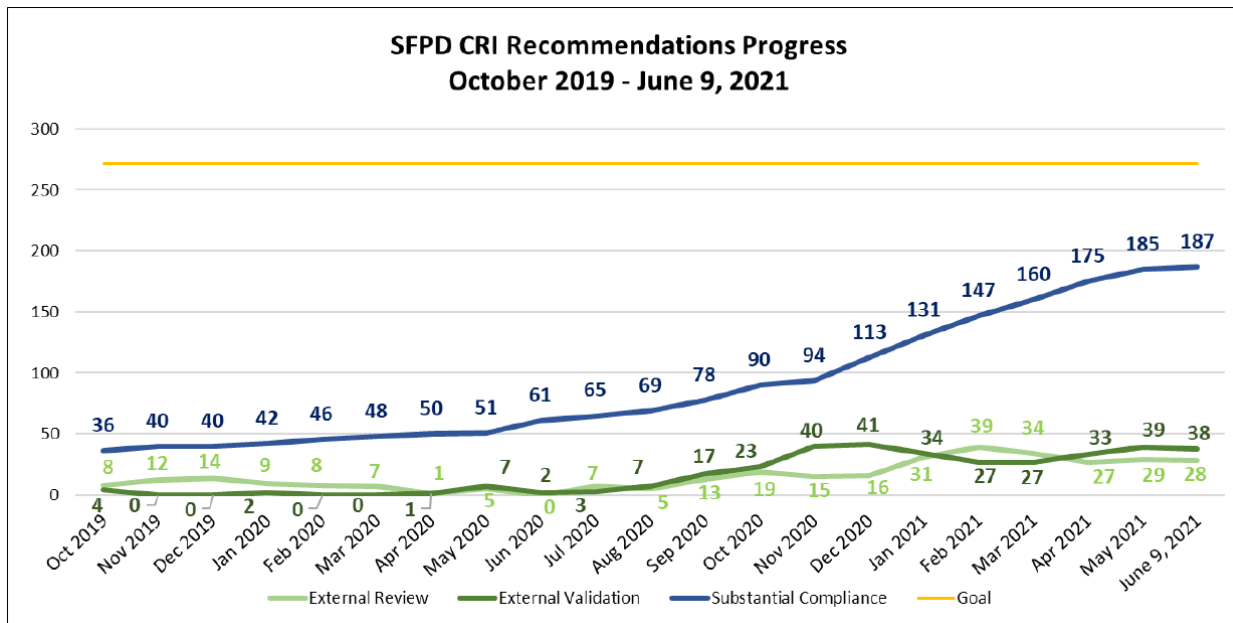


**CITY & COUNTY OF SAN FRANCISCO**

Police Department

June 16, 2021

# Collaborative Reform Initiative: Overview



Terms	Definitions
<b>In Progress</b>	SFPD is actively working on the recommendation
<b>Request for Information</b>	Submitted recommendation and returned to SFPD for more information.
<b>External Review</b>	Recommendation submitted to Hillard Heintze for review.
<b>External Validation</b>	Recommendation submitted to CAL DOJ for review.
<b>Substantial Compliance</b>	Recommendations determined to meet compliance measures.

Monthly Progress Summary May 10 – June 9, 2021	
<b>Moved to Substantial Compliance (detail in subsequent slides)</b>	
April	May
4	11

## Collaborative Reform Initiative: Currently In Review

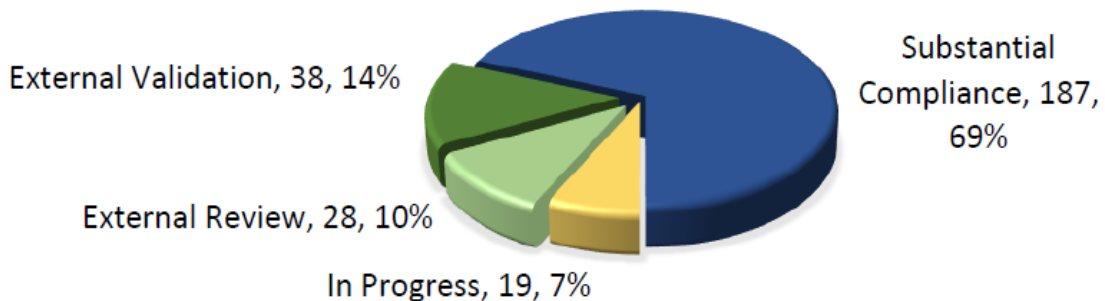
External Review				
Hillard Heintze				
Total: 28				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
2	15	7	0	4

External Validation				
California Department of Justice				
Total: 38				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
5	12	7	9	5

Substantial Compliance: 187

# Current Status

**272 SFPD RECOMMENDATIONS  
BY STATUS**



**Total Recommendations: 272**

Remaining Phase 3 In Progress: 3  
 Remaining RFIs : 0  
 Phase 3 plus : 16

Substantial Compliant: 187  
 External Review (Hillard Heintze): 28  
 External Validation (CalDOJ): 38

**Phase 3 – In Progress**

Accountability	3
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**RFIs**

0
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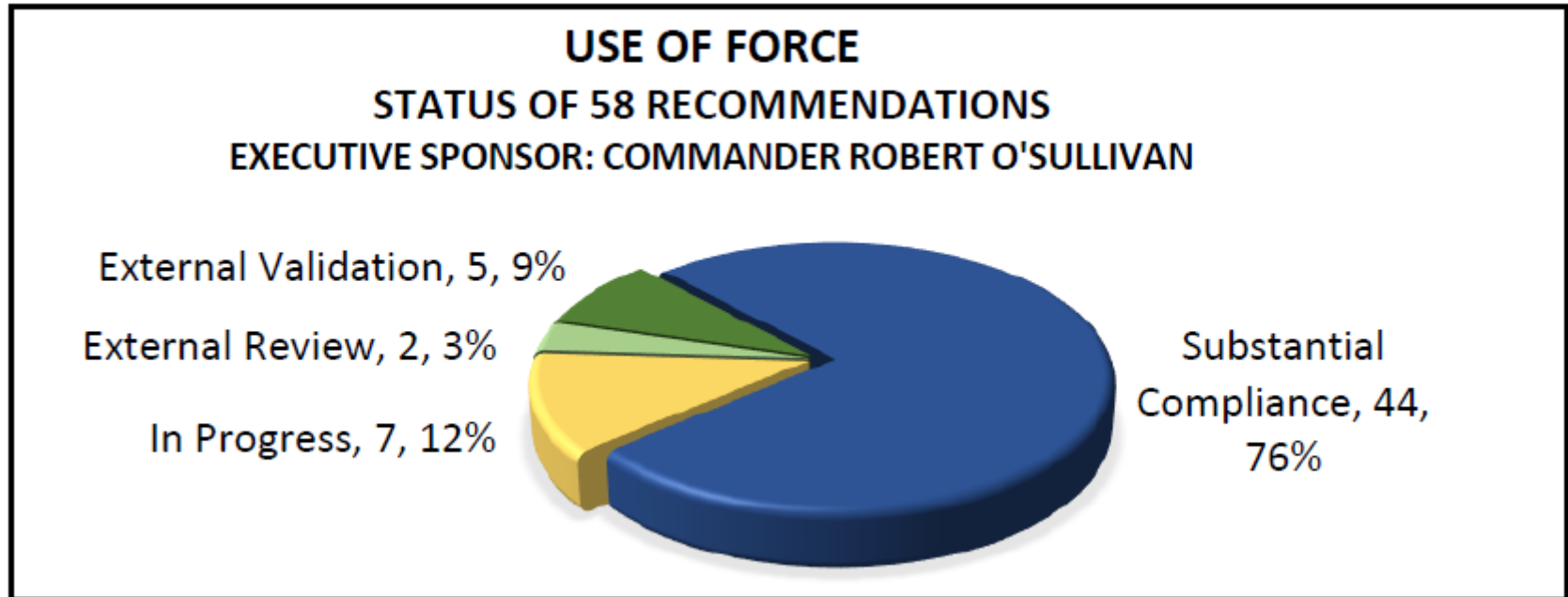
**Phase 3 Plus**

Use of Force	7
Community Policing	5
Accountability	4

**Total: 19**

\*All information as of 6/9/21

# Use of Force

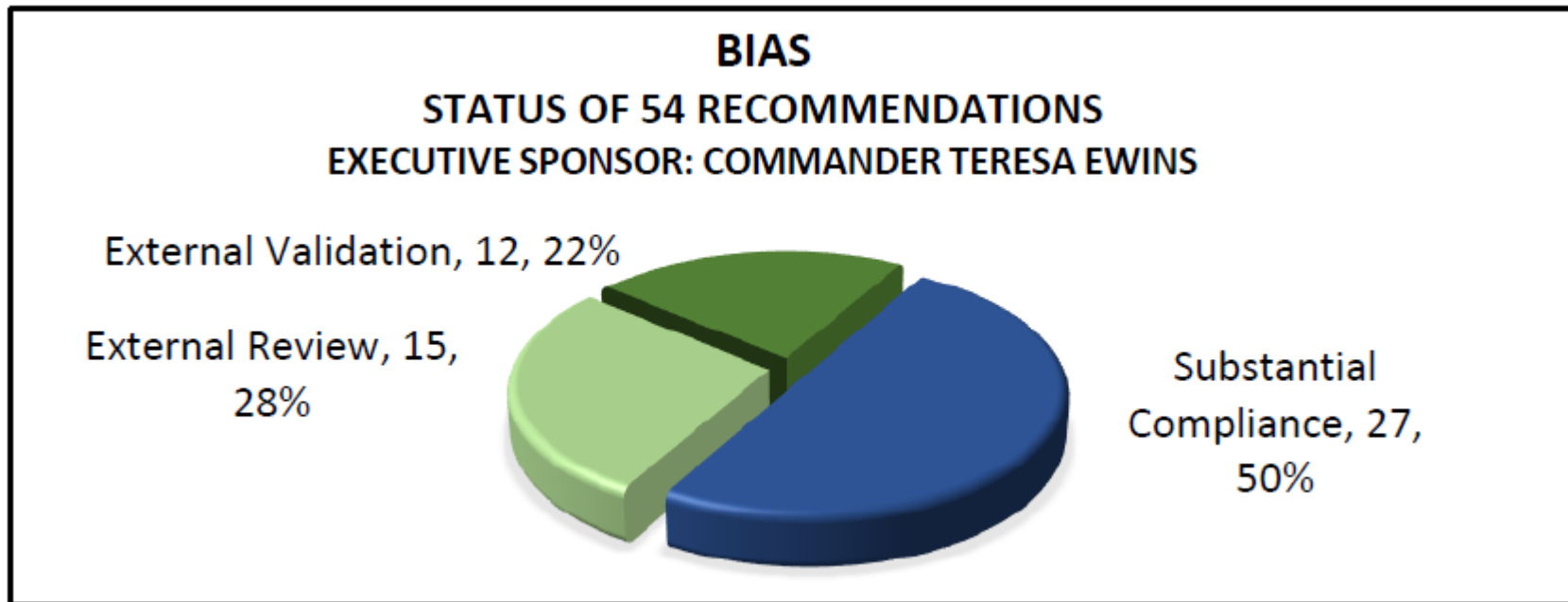


**Monthly update:**

7 recommendations are in external review/external validation:

(4.1 / 6.1 / 8.3 / 11.1 / 11.3 / 18.2 / 18.3)

# Bias



**Monthly update:**

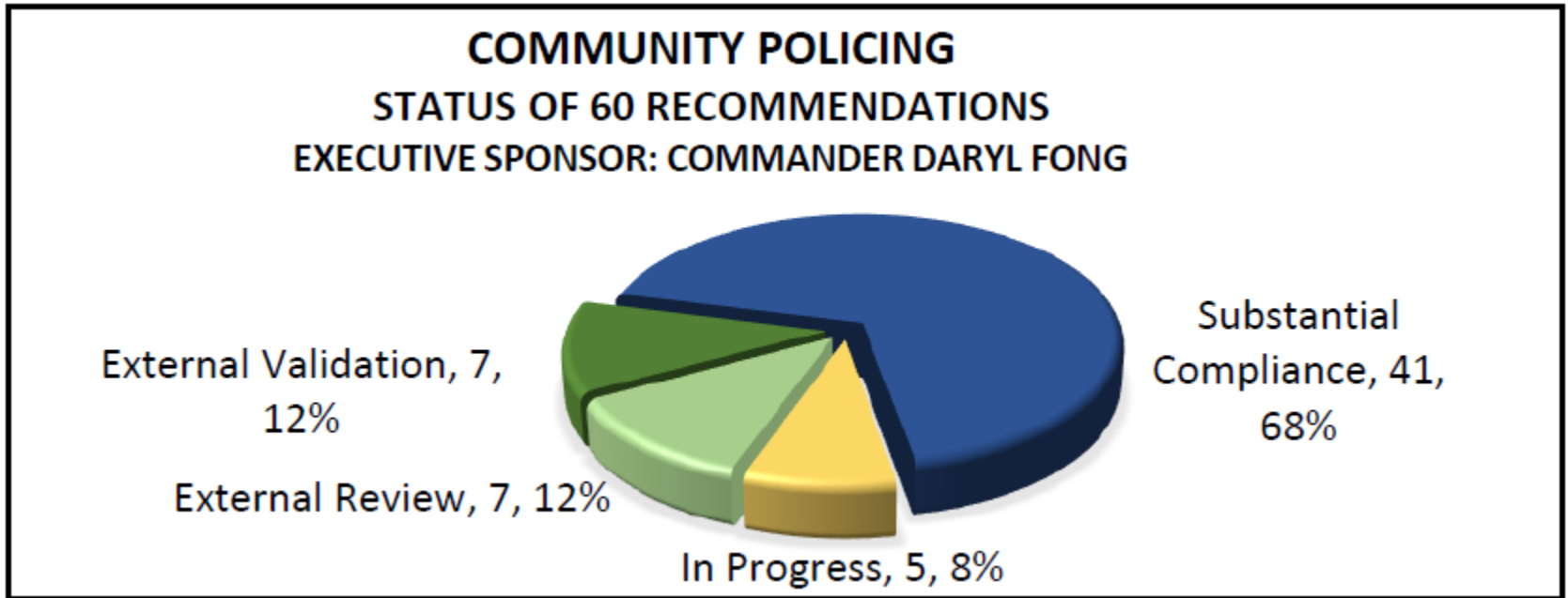
**27** recommendations are in external review/external validation:

(25.2 / 25.3 / 25.4 / 26.1 / 27.1 / 27.2 / 27.3 / 27.4 / 27.6 / 28.1 / 28.2 / 28.4 / 28.5 / 29.1 / 29.2 / 29.3 / 30.1 / 30.2 / 30.3 / 30.4 / 30.5 / 31.1 / 32.1 / 32.2 / 35.3 / 37.1 / 37.2)

**2 Achieved Substantial Compliance:**

36.2 / 36.3

# Community Policing



**Monthly update:**

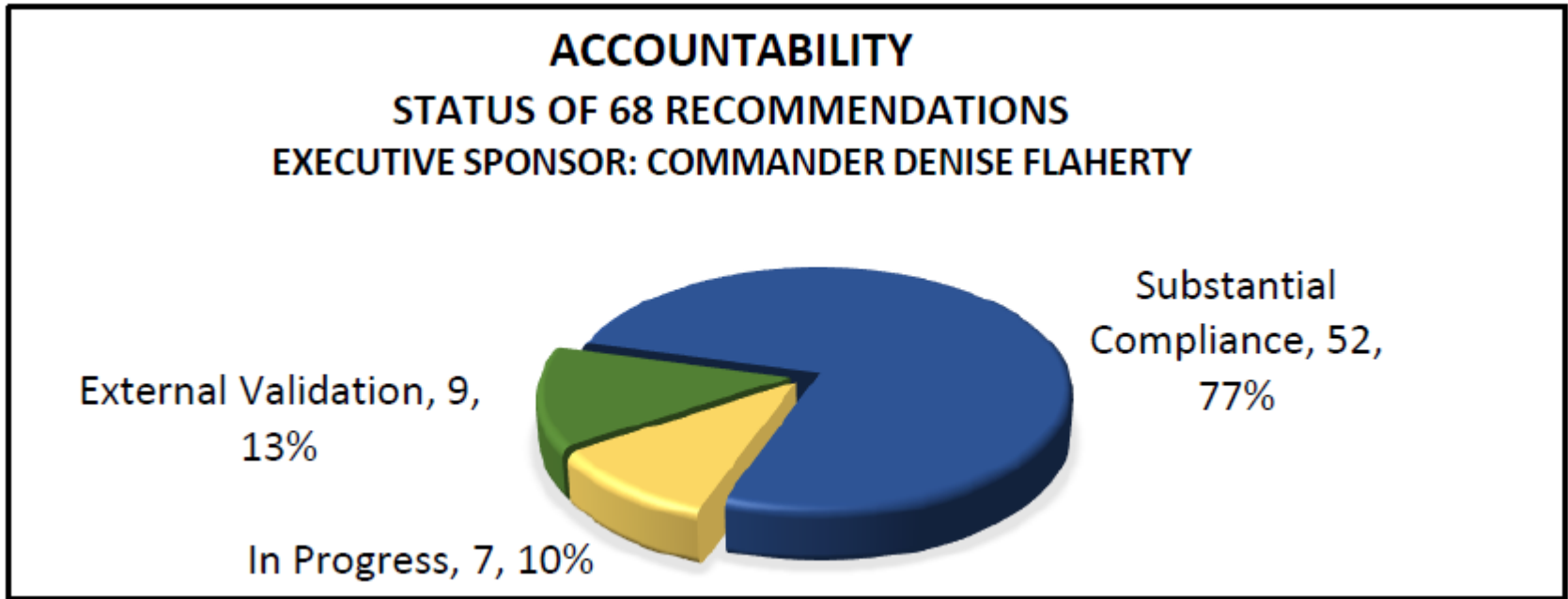
**14** recommendations are in external review/external validation:

(39.2 / 39.3 / 39.4 / 40.6 / 40.8 / 42.1 / 42.3 / 43.4 / 44.4 / 45.1 / 46.1 / 46.2 / 46.3 / 47.1)

**4 Achieved Substantial Compliance:**

38.2 / 51.2 / 52.3 / 54.2

# Accountability



**Monthly update:**

9 recommendations are in external review/external validation:

(55.1 / 67.1 / 67.2 / 68.3 / 69.1 / 77.2 / 80.1 / 80.2 / 80.3)

**5 Achieved Substantial Compliance:**

58.1 / 64.1 / 64.3 / 65.1 / 65.2



# Recruitment, Hiring & Retention



**Monthly update:**

9 recommendations are in external review/external validation:

(81.3 / 85.1 / 88.4 / 89.1 / 90.2 / 91.1 / 91.2 / 91.3 / 93.1)

# Recommendations beyond Phase III

- **Within 12 months**  
(1.1, 20.4, 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
  - UOF data collection and analysis
- **Two years**  
(40.2, 41.1, 21.1)  
Example:
  - UOF enhanced data collection plan and implementation
- **3-4 years**  
(20.1, 20.2, 20.3)  
Example
  - Arrest data and consistency across agencies
    - RMS implementation

Thank you.

*Any Questions?*