SFPD REFORM INITIATIVE

Professional Standards and Principled Policing Bureau

Captain Michael P. Connolly, MS
Main Topics of Discussion Today

a) Recent Efforts and Updates
   a) New DOJ training manuals featuring SFPD content
   b) DOJ Collaborative Review
   c) White House Police Data Initiative (P.D.I.)
   d) DOJ-recommended transgender training video
   e) Additional training – BWC, Fair and Impartial Policing, Blue Courage
   f) Crisis Intervention Team (C.I.T.) update
   g) YCEU and Recruitment

b) OCC Report Recommendations
   a) OCC recommendations
   b) Progress report and update

c) Update on Traffic Stop Data Reporting
   a) Reasons for traffic stops
   b) Comparisons of consent searches and traffic stops versus violent crimes, homicides, and shootings
DOJ training manuals released

1. Four DOJ training manuals released in July/August 2016
   • How to Increase Cultural Understanding
   • How to Serve Diverse Communities
   • How to Support Trust Building in Your Agency
   • Combatting Youth Violence in American Cities

2. Three of these manuals feature SFPD and CCSF specific policies and procedures.

3. Highlights include:
   • SFPD/OCC mediation policy. “Mediation as a Policing Tool”
   • San Francisco incorporates the “Blue Courage” concept into basic and recurring training.
   • SFPD Community Policing
   • Two page write-up of SFPD/CCSF Interrupt, Predict, and Organize (I.P.O.) crime reduction strategy.
DOJ Training Manuals Released

How to Serve Diverse Communities

How to Support Trust Building in Your Agency
San Francisco I.P.O. Strategy Featured

- Violent crime is concentrated in 2.1% of San Francisco neighborhoods
- Multiple city agencies work together to organize City services and provide innovative violence intervention programs.
Collaborative Review Update

• Collaborative Review with the U.S. Department of Justice. Report available in the next 30-45 days.

• DOJ recommended/DHR required: Implicit Bias Training for all SFPD command staff in September and October 2016 (Creating An Inclusive Environment: Introduction to Managing Implicit Bias)

• DOJ final on-site review date 8/16/16
Integrated Data Tracking Matrix

• SFPD is currently building a consolidated matrix of recommendations from the following reports:
  
  • President’s Task Force on 21st Century Policing
  • Civil Grand Jury
  • Blue Ribbon Panel
  • DOJ / COPS Report
  • OCC Recommendation Report

• Implementation schedule and strategic plan in progress, to be issued at Police Commission meeting following DOJ / COPS report release.
Police Data Initiative:

“In May 2015 the White House launched the Police Data Initiative (PDI), a community partnership that includes leading law enforcement agencies, technologists, and researchers committed to improving the relationship between citizens and police through uses of data that increase transparency, build community trust, and strengthen accountability.”
White House Police Data Initiative (P.D.I.)

• The SFPD is one of 53 agencies (of ~18,000 police agencies nationally) participating in the Police Data Initiative (PDI), a research-driven project organized by President Obama to identify best practices for transparent and constitutional policing.

• Data collection and processing are key aspects to the determination of best practices as outlined in The President’s Task Force on 21st Century Policing.

• SFPD participates in weekly conference calls.
The San Francisco Police Department (SFPD) conducted an in-depth analysis of the President's Task Force Report. SFPD reviewed each recommendation in the report to determine where improvements could be made to procedures, policies, and “best practices.” SFPD developed a complete response to all 58 recommendations and the action steps contained in the Final Report. The SFPD response details support, current activities, policies, and practices that specifically address each item and proposals for additional steps. Examples include prioritizing “Blue Courage” training for officers and the ongoing partnership with youth organizations in the community.

The San Francisco Police Department is a Police Data Initiative participant.
White House Police Data Initiative (P.D.I.)

- In April 2016, SFPD personnel attended a meeting at the White House for collaborative discussion on data collection.

- SFPD provides three data sets:
  - Traffic stops
  - Department demographics
  - Officer-involved shootings
DOJ Transgender Training Video

• Transgender Awareness Training: SFPD is currently working to implement DOJ-produced roll call training to improve police service to the transgender community.

• Additional steps, including creation of a new D.G.O. outlining transgender department policy, are currently under review.
Transgender Awareness Training

Department of Justice
Office of Public Affairs

FOR IMMEDIATE RELEASE Thursday, August 25, 2016

Justice Department Releases New Training Video for Law Enforcement on Interacting with Transgender Community

The Justice Department’s Community Relations Service (CRS) today released a new training video for law enforcement which provides information, tools and techniques to help ensure that interactions with members of the transgender community are respectful, professional and safe for all involved.

The training uses three non-emergency and non-crisis situations to discuss ways for police officers to effectively and politely interact with transgender individuals. In promoting best practices, the video defines three important terms: assigned sex, sexual orientation and gender identity. As the training outlines, understanding the terminology and the major issues facing the transgender community can help build trust and ensure that encounters are safe for all parties. The video also emphasizes the importance of distinguishing between a threat and a stereotype, and notes that individuals who feel disrespected are less likely to have faith in or cooperate with law enforcement.

“Transgender Americans, like all Americans, deserve to be treated with courtesy and respect by law enforcement officers,” said Acting Director Paul Monteiro of CRS. “The information provided in this video will help strengthen the relationship between police and the transgender community, allowing for more effective investigations and safer encounters for officers and citizens alike.”

The training stresses that officers should keep their questions relevant to the contact and remain courteous throughout the encounter. In one of the examples, the video demonstrates an officer laughing and using an inappropriate pronoun to address a transgender individual who appears to be the victim of a crime and the officer’s partner pulls him aside to correct his behavior. Afterwards, the offending officer apologizes for his prior conduct and approaches the rest of the interview with the necessary respect and professionalism. This illustration not only highlights how officers should act with members of the transgender community, but also addresses the need for officers to say something to their peers when they see problematic behavior.
Body Camera Update

Body worn cameras

- Bayview Station is 99.8% complete – 120 trained users
- Ingleside Station is 91% complete – 122 trained users
- 279 total trained users as of September 6, 2016
- Roll-out continues at Northern, Mission and Tenderloin over the next four weeks. Stations currently in progress
- All ten districts will be equipped by November 18th
Additional Training

- Fair and Impartial Policing
  - DOJ Train-the-Trainer course – July 2016
  - Executive Session (Command Staff) – August 2016
  - Sergeants and Officers – January 2017 – 2018
- Blue Courage
  - Inclusive Leadership Course – September 13th-15th, 2016
- Bias Base Policing - CPT
  - 2 hours P.O.S.T Certified
- CIT Training
  - Implicit bias portion taught by Dr. Christopher Waver, Palo Alto University
- Risk Management Through Internal Auditing
  - Training class – July 2016
Use of Force Policy Update

• SFPD Tactical Unit is currently researching shields as a resource to create a barrier during de-escalation attempts.

• Exploring best practices, and similar policy at neighboring law enforcement agencies.
Crisis Intervention Team

- C.I.T. program development and implementation now under the authority of the Field Operations Bureau

- Discussions continue with Mental Health Working Group

- Department General Order in final stages of development
What’s Working – High Profile C.I.T. Incidents

• Bay Bridge – September 9th

• Homeless male & female (no romantic relationship) were involved in an argument where male subject bear hugged female and slammed her to the ground. She yelled to be let go. Male bit female subject before he fled the scene. Male subject later spotted on the lower deck of the Bay Bridge where he avoided CHP.

• After several attempts by CHP to place him into custody (which included deploying a taser unsuccessfully), the subject climbed over the railing and onto the catwalk where he pulled out a knife and placed it against his throat, stating that he wanted to die.

• SFPD hostage negotiators responded and took over scene, where time, distance, and de-escalation techniques were deployed.

• Incident was resolved peacefully at 0530 hours where the male subject was booked at County Jail for aggravated assault, false imprisonment, and mental health detention.
What’s Working – High Profile C.I.T. Incidents

• Northern District – August 29th
• Male subject in-crisis in possession of 58 firearms
• Subject fired multiple times into the wall and floor of his home, endangering neighbors and residents.
• Responding officers safely detained subject, completed investigation, initiated 5150 detention, and referred case to SVU
What’s Working – High Profile C.I.T. Incidents

• Ingleside District – July 26th
• Subject in-crisis fired rifle into neighbor’s yard
• In possession of over 50 firearms, including assault rifles
• C.I.T. officers secured scene, initiated time and distance, opened communication, emphasized de-escalation, and negotiated a peaceful surrender.
• Subject was despondent and in-crisis due to recent loss of mother and brother.
Youth and Community Engagement

• YCEU
  • Summer projects wrapping up, including Garden Project, Camp Maither, Future Grads, Project Pull, SF Youth Works, Mo’ Magic, Youth Career Academy (Y.C.A.), Community Safety Initiative (CSI).
  • Approximately 300 total youth involved in paid summer programs / jobs annually. Youth learn leadership skills, job skills, and the importance of time management
  • Cultural Festivities [Nihomachi (Japanese); Pistahon Festival (Filipino); Autumn Moon Festival (Chinese); Alianza de Fubol (Soccer); Cherry Blossom (Japanese); Art & Soul in Oakland; Jazz Festival; Oakland Pride; and SF Pride, just to name a few)
  • Coffee With A Cop
Recruitment Efforts

• Recruitment
  • Going to local colleges now that school is back in session
  • Focus on recruiting a diverse pool of candidates at job fairs
  • From July 1, 2016 through August 31, 2016, 419 candidates signed our interest cards.
  • Giants games
  • Community events, religious centers
  • Boot camps, mock interviews, and testing process preparation
OCC Report Recommendations

• OCC released a report in September 2015, outlining 19 primary recommendations in response to The President’s Task Force on 21st Century Policing.

• These OCC recommendations are being integrated into the DOJ-CRI Matrix.

• Additional policies are currently under review.
<table>
<thead>
<tr>
<th>DOJ/CR</th>
<th>Objective Number</th>
<th>DOJ/CR Objective</th>
<th>Additional DOJ/CR Objective</th>
<th>Policy</th>
<th>Department General</th>
<th>Bulletin Title</th>
<th>Implementation Date</th>
<th>Creation Date</th>
<th>Training</th>
<th>Training Presence</th>
<th>Comments</th>
</tr>
</thead>
</table>
| 1     |                  |                  |                             | Re-engineered | 5.01              | Rock River 14F - 15 Parcel  
Deployment (supersedes DB 13-174) | 5/28/14                     | Ongoing       |                    | With Department  
of Human  
Resources for final | Department  
General        |
| 2     |                  |                  |                             | Developed | A                 | Documenting Use of Force | 4/14/14      | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
| 3     |                  |                  |                             | Developed | A                 | Arrests/Citations for Traffic Violations | 6/8/14       | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
| 4     |                  |                  |                             | Developed | A                 | Re-Arrest of Persons on Supervised/Unsupervised  
Probation, Mandatory Supervision (MS), Post Release Community  
Supervision (PRCS), or State Parole (Supersedes DB 18-255) | 5/2/14       | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
| 2, 3, 4 |                  |                  |                             | Developed | A                 | Response by Crisis Intervention Trained Officers | 5/19/14      | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
| 2, 4, 5 |                  |                  |                             | Developed | A                 | Harm Reduction-Free Workplace Policy | 6/2/14       | Continuous/Roll Call |                    | 5 - Department  
Bulletin       |
| 3     |                  |                  |                             | Developed | A                 | Department General  
Order 03.08, "Children of Arrested Parents" Update  
Fact Sheet #4 | 6/12/14      | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
|       |                  |                  |                             | Developed | A                 | Vehicle Holds (Amends Sections of Department  
General Order 010) | 6/17/14      | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
|       |                  |                  |                             | Developed | A                 | Tourniquets Available for Seized or Civilian  
Cases | 7/22/14      | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
|       |                  |                  |                             | Developed | A                 | Searches of Cell Phones Incident to Arrest | 7/15/14      | Continuous/Roll Call |                    | 3 - Department  
Bulletin       |
Updates on Traffic Data Reporting
Reasons for traffic stops
2013 through 2015 (total stops = 317,290)
Citywide Violent Crime Zones
and Percent of Traffic Stops Per District
January 1, 2013 – December 1, 2015
Note: 1. Due to rounding, percentages may not always sum up to 100%.
2. All of the data corresponds to July 2015 Police District Boundaries. Rapes and shootings reported at San Francisco General Hospital were not included in the analysis.

Data Sources: Homicide - Homicide Detail; Rape - Special Victims Unit; Robbery & Aggravated Assault - CABLE; Shootings - Shooting Log; ES85 - IT Division
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Taraval District
Traffic Stops, Consent Searches, Traffic Pursuits, & Selected Crimes

Note: 1. Due to rounding, percentages may not always sum up to 100%.
2. All of the data corresponds to July 2015 Police District Boundaries. Rapes and shootings reported at San Francisco General Hospital were not included in the analysis.

Data Sources: Homicide - Homicide Detail; Rape - Special Victims Unit; Robbery & Aggravated Assault - CABLE; Shootings - Shooting Log; E585 - IT Division

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Data Sources: Homicide - Homicide Detail; Rape - Special Victims Unit; Robbery & Aggravated Assault - CABLE; Shootings - Shooting Log; ES85 - IT Division
Comparison of Consent Searches & Traffic Stops vs. Part I Violent Crimes, Homicides, & Shootings
January 1, 2013 – December 1, 2015

Part I Violent Crimes

Homicides

Shootings

E585 Consent Searches

E585 Stops

Note: All of the data corresponds to July 2015 Police District boundaries. Homicides and Shootings reported at San Francisco General Hospital were not included in the analysis. Data Sources: Homicide - Homicide Detail; Rape - Special Victims Unit; Robbery & Aggravated Assault - CABLE; Shootings - Shooting Log; E585 - IT Division
Total Traffic Stops
2013 through 2015

Total traffic stops from 2013 through 2015 = 317,290

Total traffic stops in 2013 = 85,861*
Total traffic stops in 2014 = 119,678
Total traffic stops in 2015 = 111,751

*Data from July 2013 – December 2013. Cross Roads data excluded.
Total Traffic Stops, by Race
2013 through 2015

Total Traffic Stops = 317,290

<table>
<thead>
<tr>
<th>Race</th>
<th>Number of Stops</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>120,781</td>
</tr>
<tr>
<td>Asian</td>
<td>56,860</td>
</tr>
<tr>
<td>Other</td>
<td>51,641</td>
</tr>
<tr>
<td>Black</td>
<td>47,028</td>
</tr>
<tr>
<td>Hispanic</td>
<td>40,980</td>
</tr>
</tbody>
</table>

Races:
- White
- Asian
- Other
- Black
- Hispanic
Mandatory search, by race

- **3% (10,777)** are mandatory searches under policy or law
  
  *(Arrest, non-consent, vehicle inventory, parole or probation)*

### Mandatory SEARCHES (10,777)

<table>
<thead>
<tr>
<th>Race</th>
<th>Number of Searches</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>5,659</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1,963</td>
</tr>
<tr>
<td>White</td>
<td>1,849</td>
</tr>
<tr>
<td>Other</td>
<td>670</td>
</tr>
<tr>
<td>Asian</td>
<td>636</td>
</tr>
</tbody>
</table>

2013 through 2015

- Total searches (arrest, non-consent, vehicle inventory, parole or probation) **10,777**
- Total consent searches
- Total NO SEARCH **304,734**
- **Total Traffic Stops** **317,290**
Search with consent, by race
2013 through 2015 (1,779 out of 317,290 stops)

Fewer than 1% (1,779) are consent searches

- A “search with consent” is when an officer asks the driver for permission to search the vehicle.
- Citizen can stop the search at any time or allow partial search.
- There is no field in the data entry worksheet to collect when an individual declines to be searched.

Summary: 1,779 consent searches over 35 months means an average of ~50.8 consent searches per month, or ~ 1.69 consent searches per day.
San Francisco Racial Demographics by Police District

Note: 1. Due to rounding, percentages may not always sum up to 100%.
Data Source: Controller’s Office; Five-Year Estimates from the 2014 American Community Survey, U.S. Census Bureau.
Traffic stops that resulted in searches 2013 through 2015

• 96% (304,734) traffic stops resulted in NO SEARCH
• 4% (12,556) traffic stops resulted in SEARCH
  • 3% (10,777) were mandatory searches under policy or law
  • < 1% (1,779) were consent searches

**Total Traffic Stops (317,290)**

<table>
<thead>
<tr>
<th>Traffic Stop Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Searches</td>
<td>304,734</td>
</tr>
<tr>
<td>Policy or Law Mandated Searches</td>
<td>10,777</td>
</tr>
<tr>
<td>Consent Searches</td>
<td>1,779</td>
</tr>
</tbody>
</table>

2013 through 2015

• Total searches (arrest, non-consent, vehicle inventory, parole or probation) 10,777
• Total consent searches 1,779
• Total NO SEARCH 304,734
• Total traffic stops 317,290
Thank you

This presentation was created as a joint collaboration between
The Professional Standards and Principled Policing Bureau
and
The Crime Analysis Unit.

SFPD IS HIRING
Register for Our Recruitment Workshop March 26th
at sfpcareers.com